

# **ANNUAL WORKFORCE REPORT**

Second Quarter

**FISCAL YEAR 2004-05**

**State of Michigan  
Department of Civil Service**



**Civil Service Commissioners:**

**Susan Grimes Munsell, Chairperson  
F. Thomas Lewand  
Sherry L. McMillan  
James P. Pitz**

**James D. Farrell, State Personnel Director**

**STATISTICAL HIGHLIGHTS**  
**Second Quarter FY 2004-05**

**PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES**

Average Age .....	44.8
Average Annual Salary <sup>1</sup> .....	\$48,817
Average Years of Service .....	13.5

**WORK FORCE CHARACTERISTICS**

Females .....	51.0%
Males.....	49.0%
Eligible for Longevity .....	73.9%
Less than Six Years of Service .....	25.2%
Six to Ten Years of Service.....	20.1%
Over Ten Years of Service .....	54.7%
Exclusively Represented for Collective Bargaining.....	71.4%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.2%
Asian .....	1.2%
Black .....	17.8%
Hispanic .....	2.7%
White .....	76.7%
Not Disclosed .....	0.4%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

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**GLOSSARY**

## SECTION ONE

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# **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Table 1-1

Pay Period Number and Pay End Date 07 Mar/26/2005

DEPARTMENT/PROCESS LEVEL NAME		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	508.0	10.0	16.0	53.0	17.0	38.0	642.0	0.5	641.5
<b>AGRICULTURE TOTAL</b>		<b>508.0</b>	<b>10.0</b>	<b>16.0</b>	<b>53.0</b>	<b>17.0</b>	<b>38.0</b>	<b>642.0</b>	<b>0.5</b>	<b>641.5</b>
ATY GNRL CENTRAL OFFICE	1101	494.0	15.0	0.0	18.0	0.0	0.0	527.0	0.0	527.0
<b>ATTORNEY GENERAL TOTAL</b>		<b>494.0</b>	<b>15.0</b>	<b>0.0</b>	<b>18.0</b>	<b>0.0</b>	<b>0.0</b>	<b>527.0</b>	<b>0.0</b>	<b>527.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	107.0	0.0	15.0	20.0	0.0	5.0	147.0	0.0	147.0
<b>AUDITOR GENERAL TOTAL</b>		<b>107.0</b>	<b>0.0</b>	<b>15.0</b>	<b>20.0</b>	<b>0.0</b>	<b>5.0</b>	<b>147.0</b>	<b>0.0</b>	<b>147.0</b>
CIV RGHT CENTRAL OFFICE	1501	119.0	0.0	0.0	14.0	0.0	5.0	138.0	0.0	138.0
<b>CIVIL RIGHTS TOTAL</b>		<b>119.0</b>	<b>0.0</b>	<b>0.0</b>	<b>14.0</b>	<b>0.0</b>	<b>5.0</b>	<b>138.0</b>	<b>0.0</b>	<b>138.0</b>
CIV SERV CENTRAL OFFICE	1901	200.0	2.0	0.0	8.0	0.0	6.0	216.0	1.0	215.0
<b>CIVIL SERVICE TOTAL</b>		<b>200.0</b>	<b>2.0</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>6.0</b>	<b>216.0</b>	<b>1.0</b>	<b>215.0</b>
DCH-CARO CENTER	3902	418.0	2.0	2.0	0.0	0.0	0.0	422.0	0.0	422.0
DCH-CLINTON VALLEY CTR-PONTIAC	3915	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,475.0	9.0	10.0	22.0	0.0	72.0	1,588.0	1.0	1,587.0
DCH-CTR FORENSIC PSYCHIATRY	3920	482.0	2.0	0.0	2.0	0.0	7.0	493.0	0.0	493.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	190.0	3.0	0.0	9.0	0.0	3.0	205.0	0.0	205.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	271.0	3.0	0.0	0.0	0.0	0.0	274.0	0.0	274.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	381.0	13.0	0.0	83.0	0.0	4.0	481.0	0.0	481.0
DCH - MT. PLEASANT CENTER	3912	401.0	0.0	15.0	43.0	0.0	18.0	477.0	0.0	477.0
DCH-NORTHVILLE PSYCH HOSPITAL	3914	0.0	0.0	0.0	14.0	0.0	0.0	14.0	0.0	14.0
DCH-OFFICE OF SERVICES TO TH	3970	27.0	0.0	1.0	3.0	0.0	0.0	31.0	0.0	31.0
DCH - SOUTHGATE CENTER	3928	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
DCH-WALTER P. REUTHER PSY HOSP	3945	417.0	0.0	0.0	1.0	0.0	0.0	418.0	0.0	418.0
<b>COMMUNITY HEALTH TOTAL</b>		<b>4,062.0</b>	<b>32.0</b>	<b>28.0</b>	<b>183.0</b>	<b>0.0</b>	<b>104.0</b>	<b>4,409.0</b>	<b>1.0</b>	<b>4,408.0</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	517.0	0.0	0.0	1.0	0.0	0.0	518.0	0.0	518.0
DOC-ALGER MAX SECURITY CORRECT	4735	344.0	0.0	0.0	0.0	0.0	0.0	344.0	0.0	344.0
DOC-BARAGA FACILITY	4740	422.0	2.0	0.0	1.0	0.0	0.0	425.0	0.0	425.0
DOC-BELLAMY CREEK FACILITY	4748	486.0	0.0	0.0	1.0	0.0	0.0	487.0	0.0	487.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	502.0	0.0	0.0	1.0	0.0	0.0	503.0	0.0	503.0
DOC-CARSON CITY FAC/CARSON CIT	4731	538.0	0.0	0.0	2.0	0.0	0.0	540.0	0.5	539.5

**MIDB HWF04 By Emp Status**  
**Universe: HUMAN RESOURCE**

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 07 Mar/26/2005

DEPARTMENT/PROCESS LEVEL NAME		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	574.0	0.0	0.0	1.0	0.0	0.0	575.0	0.0	575.0
DOC-COOPER STREET FACILITY	4752	390.0	0.0	0.0	1.0	0.0	0.0	391.0	0.0	391.0
DOC-CORRECTN CENTRAL OFFICE	4702	511.0	0.0	0.0	28.0	0.0	35.0	574.0	0.0	574.0
DOC-COTTON FACILITY	4720	434.0	0.0	1.0	1.0	0.0	0.0	436.0	0.0	436.0
DOC-CRANE FACILITY	4716	371.0	0.0	0.0	1.0	0.0	0.0	372.0	0.0	372.0
DOC-EGELER FACILITY	4727	740.0	0.0	0.0	1.0	0.0	0.0	741.0	0.0	741.0
DOC-FIELD OPERATION REGION III	4763	580.0	15.0	0.0	3.0	0.0	0.0	598.0	0.0	598.0
DOC-FIELD OPERATIONS REGION I	4761	527.0	0.0	0.0	2.0	0.0	0.0	529.0	0.0	529.0
DOC-FIELD OPERATIONS REGION II	4762	601.0	2.0	5.0	2.0	0.0	0.0	610.0	0.0	610.0
DOC-HANDLON MI TRAINING UNT	4705	290.0	0.0	0.0	0.0	0.0	0.0	290.0	0.0	290.0
DOC-HURON VALLEY MENS FACILITY	4715	813.0	4.0	0.0	11.0	0.0	0.0	828.0	0.0	828.0
DOC-IONIA MAXIMUM FACILITY	4724	354.0	0.0	0.0	1.0	0.0	0.0	355.0	0.0	355.0
DOC-IONIA TEMP FACILITY	4719	208.0	0.0	0.0	1.0	0.0	0.0	209.0	0.0	209.0
DOC-JACKSON CENTRAL REGION	4750	93.0	0.0	0.0	1.0	0.0	0.0	94.0	0.0	94.0
DOC-KINROSS/HIAWATHA FACILITY	4712	549.0	0.0	0.0	1.0	0.0	0.0	550.0	0.5	549.5
DOC-LAKELAND MEN'S FACILITY	4718	288.0	0.0	0.0	0.0	0.0	0.0	288.0	0.0	288.0
DOC-MACOMB FACILITY	4741	307.0	1.0	0.0	1.0	0.0	0.0	309.0	0.0	309.0
DOC-MARQUETTE BRANCH PRISON	4706	411.0	0.0	0.0	1.0	0.0	0.0	412.0	0.0	412.0
DOC-MICHIGAN STATE INDUSTRIES	4709	188.0	0.0	0.0	1.0	0.0	3.0	192.0	0.0	192.0
DOC-MID MICHIGAN FACILITY	4733	592.0	0.0	0.0	1.0	0.0	0.0	593.0	0.0	593.0
DOC-MOUND FACILITY	4737	313.0	1.0	0.0	1.0	0.0	0.0	315.0	0.0	315.0
DOC-MUSKEGON FACILITY	4704	272.0	0.0	0.0	0.0	0.0	0.0	272.0	0.0	272.0
DOC-NEWBERRY FACILITY	4743	353.0	0.0	0.0	1.0	0.0	0.0	354.0	0.0	354.0
DOC-OAKS FACILITY	4739	380.0	0.0	0.0	2.0	0.0	0.0	382.0	0.0	382.0
DOC-OJIBWAY FACILITY	4746	289.0	1.0	0.0	1.0	0.0	0.0	291.0	0.0	291.0
DOC-PARNALL FACILITY	4751	269.0	0.0	1.0	1.0	0.0	0.0	271.0	0.5	270.5
DOC-PINE RIVER FACILITY	4744	216.0	0.0	0.0	1.0	0.0	0.0	217.0	0.0	217.0
DOC-PUGSLEY FACILITY	4745	227.0	1.0	0.0	0.0	0.0	0.0	228.0	0.0	228.0
DOC-RIVERSIDE FACILITY	4711	434.0	0.0	0.0	0.0	0.0	0.0	434.0	0.0	434.0

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**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 07 Mar/26/2005

DEPARTMENT/PROCESS LEVEL NAME		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-RYAN FACILITY	4738	314.0	0.0	0.0	1.0	0.0	0.0	315.0	0.0	315.0
DOC-SAGINAW FACILITY	4742	370.0	2.0	0.0	1.0	0.0	0.0	373.0	0.0	373.0
DOC-SCOTT FACILITY	4721	344.0	1.0	0.0	1.0	0.0	0.0	346.0	0.0	346.0
DOC-SOUTHERN MICHIGAN FACILITY	4753	429.0	0.0	0.0	0.0	0.0	0.0	429.0	0.0	429.0
DOC-STANDISH MAXIMUM FACILITY	4734	420.0	1.0	0.0	1.0	0.0	0.0	422.0	0.0	422.0
DOC-THUMB FACILITY	4725	368.0	0.0	0.0	1.0	0.0	0.0	369.0	0.0	369.0
<b>CORRECTIONS TOTAL</b>		<b>16,628.0</b>	<b>31.0</b>	<b>7.0</b>	<b>77.0</b>	<b>0.0</b>	<b>38.0</b>	<b>16,781.0</b>	<b>1.5</b>	<b>16,779.5</b>
EDUCATION	3103	247.0	12.0	5.0	23.0	71.0	1.0	359.0	2.5	356.5
<b>EDUCATION TOTAL</b>		<b>247.0</b>	<b>12.0</b>	<b>5.0</b>	<b>23.0</b>	<b>71.0</b>	<b>1.0</b>	<b>359.0</b>	<b>2.5</b>	<b>356.5</b>
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,365.0	9.0	15.0	31.0	0.0	78.0	1,498.0	5.0	1,493.0
<b>ENVIRONMENTAL QUALITY TOTAL</b>		<b>1,365.0</b>	<b>9.0</b>	<b>15.0</b>	<b>31.0</b>	<b>0.0</b>	<b>78.0</b>	<b>1,498.0</b>	<b>5.0</b>	<b>1,493.0</b>
OFFICE OF THE GOVERNOR	0101	1.0	0.0	0.0	45.0	0.0	4.0	50.0	0.0	50.0
<b>EXECUTIVE OFFICE TOTAL</b>		<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>45.0</b>	<b>0.0</b>	<b>4.0</b>	<b>50.0</b>	<b>0.0</b>	<b>50.0</b>
HISTORY ARTS AND LIBRARIES	2501	182.0	2.0	5.0	5.0	9.0	38.0	241.0	2.5	238.5
<b>HISTORY ARTS AND LIBRARIES TOTAL</b>		<b>182.0</b>	<b>2.0</b>	<b>5.0</b>	<b>5.0</b>	<b>9.0</b>	<b>38.0</b>	<b>241.0</b>	<b>2.5</b>	<b>238.5</b>
DHS-BERRIEN COUNTY	4322	157.0	0.0	0.0	0.0	2.0	0.0	159.0	0.0	159.0
DHS-CALHOUN COUNTY	4323	135.0	0.0	0.0	2.0	0.0	0.0	137.0	0.0	137.0
DHS-COUNTIES	4308	2,115.0	0.0	1.0	84.0	22.0	0.0	2,222.0	1.5	2,220.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,745.0	10.0	21.0	63.0	1.0	7.0	1,847.0	6.0	1,841.0
DHS-GENESEE COUNTY	4302	503.0	0.0	0.0	8.0	0.0	0.0	511.0	0.0	511.0
DHS-INGHAM COUNTY	4312	225.0	0.0	0.0	3.0	0.0	0.0	228.0	0.0	228.0
DHS - INSTITUTIONS	4307	267.0	1.0	22.0	30.0	0.0	2.0	322.0	0.0	322.0
DHS-JACKSON COUNTY	4315	128.0	0.0	0.0	5.0	0.0	0.0	133.0	0.0	133.0
DHS-KALAMAZOO COUNTY	4314	181.0	0.0	0.0	3.0	0.0	0.0	184.0	0.0	184.0
DHS-KENT COUNTY	4303	359.0	0.0	0.0	24.0	7.0	0.0	390.0	0.5	389.5
DHS-MACOMB COUNTY	4304	336.0	0.0	0.0	18.0	0.0	0.0	354.0	0.5	353.5
DHS-MAXEY TRAINING SCHOOL	4311	326.0	0.0	0.0	1.0	0.0	0.0	327.0	0.0	327.0
DHS-MUSKEGON COUNTY	4324	181.0	0.0	0.0	0.0	0.0	0.0	181.0	0.0	181.0
DHS-OAKLAND COUNTY	4305	417.0	0.0	0.0	4.0	0.0	0.0	421.0	0.0	421.0

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DHS-SAGINAW COUNTY	4313	234.0	0.0	0.0	1.0	0.0	0.0	235.0	0.0	235.0
DHS-WASHTENAW	4325	120.0	0.0	0.0	1.0	0.0	0.0	121.0	0.0	121.0
DHS-WAYNE COUNTY DSS	4306	125.0	0.0	0.0	12.0	0.0	0.0	137.0	0.0	137.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	669.0	0.0	0.0	6.0	0.0	0.0	675.0	0.0	675.0
DHS-WAYNE COUNTY ZONE 3	4318	451.0	0.0	0.0	7.0	0.0	0.0	458.0	0.0	458.0
DHS-WAYNE COUNTY ZONE 4	4319	525.0	0.0	0.0	9.0	0.0	0.0	534.0	0.0	534.0
DHS-WAYNE COUNTY ZONE L	4316	408.0	0.0	0.0	9.0	0.0	0.0	417.0	0.0	417.0
<b>HUMAN SERVICES TOTAL</b>		<b>9,607.0</b>	<b>11.0</b>	<b>44.0</b>	<b>290.0</b>	<b>32.0</b>	<b>9.0</b>	<b>9,993.0</b>	<b>8.5</b>	<b>9,984.5</b>
DEPT OF INFORMATION TECHNOLOGY	0801	1,644.0	4.0	3.0	30.0	0.0	42.0	1,723.0	0.0	1,723.0
<b>INFORMATION TECHNOLOGY TOTAL</b>		<b>1,644.0</b>	<b>4.0</b>	<b>3.0</b>	<b>30.0</b>	<b>0.0</b>	<b>42.0</b>	<b>1,723.0</b>	<b>0.0</b>	<b>1,723.0</b>
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,560.0	41.0	52.0	73.0	38.0	153.0	3,917.0	7.0	3,910.0
MES BOARD OF REVIEW	6415	14.0	0.0	0.0	2.0	0.0	0.0	16.0	0.0	16.0
STRATEGIC FUND	0740	191.0	3.0	12.0	12.0	0.0	47.0	265.0	1.0	264.0
<b>LABOR &amp; ECONOMIC GROWTH TOTAL</b>		<b>3,765.0</b>	<b>44.0</b>	<b>64.0</b>	<b>87.0</b>	<b>38.0</b>	<b>200.0</b>	<b>4,198.0</b>	<b>8.0</b>	<b>4,190.0</b>
MGMT BUD CENTRAL OFFICE	0701	901.0	18.0	3.0	45.0	0.0	39.0	1,006.0	7.5	998.5
<b>MANAGEMENT &amp; BUDGET TOTAL</b>		<b>901.0</b>	<b>18.0</b>	<b>3.0</b>	<b>45.0</b>	<b>0.0</b>	<b>39.0</b>	<b>1,006.0</b>	<b>7.5</b>	<b>998.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	145.0	5.0	2.0	0.0	3.0	3.0	158.0	1.0	157.0
GRAND RAPIDS HOME FOR VETERANS	5102	470.0	1.0	13.0	3.0	10.0	3.0	500.0	0.0	500.0
MIL AFFR CENTRAL OFFICE	5101	237.0	1.0	12.0	13.0	16.0	5.0	284.0	0.0	284.0
<b>MILITARY AFFAIRS TOTAL</b>		<b>852.0</b>	<b>7.0</b>	<b>27.0</b>	<b>16.0</b>	<b>29.0</b>	<b>11.0</b>	<b>942.0</b>	<b>1.0</b>	<b>941.0</b>
DEPARTMENT OF NATURAL RESOURCE	7501	1,341.0	9.0	60.0	27.0	143.0	125.0	1,705.0	1.5	1,703.5
<b>NATURAL RESOURCES TOTAL</b>		<b>1,341.0</b>	<b>9.0</b>	<b>60.0</b>	<b>27.0</b>	<b>143.0</b>	<b>125.0</b>	<b>1,705.0</b>	<b>1.5</b>	<b>1,703.5</b>
STATE POLICE	5501	2,634.0	40.0	5.0	37.0	0.0	1.0	2,717.0	1.5	2,715.5
<b>STATE POLICE TOTAL</b>		<b>2,634.0</b>	<b>40.0</b>	<b>5.0</b>	<b>37.0</b>	<b>0.0</b>	<b>1.0</b>	<b>2,717.0</b>	<b>1.5</b>	<b>2,715.5</b>
DEPARTMENT OF STATE	2301	1,275.0	0.0	419.0	15.0	0.0	127.0	1,836.0	0.0	1,836.0
<b>STATE TOTAL</b>		<b>1,275.0</b>	<b>0.0</b>	<b>419.0</b>	<b>15.0</b>	<b>0.0</b>	<b>127.0</b>	<b>1,836.0</b>	<b>0.0</b>	<b>1,836.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	34.0	0.0	0.0	0.0	0.0	8.0	42.0	0.0	42.0
BRIDGE AUTHORITIES-MACKINAC	5902	49.0	0.0	28.0	1.0	0.0	4.0	82.0	0.0	82.0
TRANSPORTATION CENTRAL OFFICE	5901	2,615.0	32.0	13.0	51.0	26.0	80.0	2,817.0	7.5	2,809.5

**MIDB HWF04 By Emp Status**  
**Universe: HUMAN RESOURCE**

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 07 Mar/26/2005

DEPARTMENT/PROCESS LEVEL NAME		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
<b>TRANSPORTATION TOTAL</b>		<b>2,698.0</b>	<b>32.0</b>	<b>41.0</b>	<b>52.0</b>	<b>26.0</b>	<b>92.0</b>	<b>2,941.0</b>	<b>7.5</b>	<b>2,933.5</b>
BUREAU OF STATE LOTTERY	2795	154.0	0.0	1.0	2.0	0.0	3.0	160.0	0.0	160.0
GAMING CONTROL	2707	90.0	1.0	0.0	7.0	0.0	9.0	107.0	0.5	106.5
TREASURY CENTRAL PAYROLL	2701	1,216.0	5.0	10.0	25.0	0.0	54.0	1,310.0	0.5	1,309.5
<b>TREASURY TOTAL</b>		<b>1,460.0</b>	<b>6.0</b>	<b>11.0</b>	<b>34.0</b>	<b>0.0</b>	<b>66.0</b>	<b>1,577.0</b>	<b>1.0</b>	<b>1,576.0</b>
<b>STATEWIDE TOTAL</b>		<b>50,090.0</b>	<b>284.0</b>	<b>768.0</b>	<b>1,110.0</b>	<b>365.0</b>	<b>1,029.0</b>	<b>53,646.0</b>	<b>50.5</b>	<b>53,595.5</b>

**MIDB HWF04 By Emp Status**  
**Universe: HUMAN RESOURCE**

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

## Full-Time Equated Employee Statistical Reporting System

### Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2005 Appropriated ( A )	FTE Positions 03/26/2005 ( B )	FTE Positions 12/18/2004 ( C )	Difference 03/26/2005 - 12/18/2004 ( B - C )	Difference 03/26/2005 - Appropriated ( B - A )
AGRICULTURE	Regular	743.0	596.9	642.6	-45.7	-146.1
	Overtime	0.0	1.2	0.3	1.0	1.2
	Total	743.0	598.1	642.9	-44.7	-144.9
ATTORNEY GENERAL	Regular	558.0	521.5	515.1	6.5	-36.5
	Overtime	0.0	0.7	2.0	-1.3	0.7
	Total	558.0	522.2	517.0	5.2	-35.8
AUDITOR GENERAL	Regular	0.0	140.8	141.8	-1.0	140.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	140.8	141.8	-1.0	140.8
CIVIL RIGHTS	Regular	136.0	135.1	130.1	5.0	-0.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	135.1	130.1	5.0	-0.9
CIVIL SERVICE	Regular	240.5	209.5	205.3	4.1	-31.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	209.5	205.3	4.1	-31.0
COMMUNITY HEALTH	Regular	5,112.6	4,293.7	4,639.9	-346.2	-818.9
	Overtime	0.0	108.3	147.2	-38.9	108.3
	Total	5,112.6	4,402.0	4,787.1	-385.1	-710.6
CONSUMER & INDUSTRY SERVICES	Regular	0.0	0.0	0.0	0.0	0.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	0.0	0.0	0.0	0.0
CORRECTIONS	Regular	17,753.8	16,682.1	16,355.3	326.8	-1,071.7
	Overtime	0.0	909.4	838.9	70.5	909.4
	Total	17,753.8	17,591.5	17,194.2	397.3	-162.3
EDUCATION	Regular	407.0	353.4	340.9	12.5	-53.6
	Overtime	0.0	3.2	2.1	1.1	3.2
	Total	407.0	356.6	343.0	13.6	-50.4

# Full-Time Equated Employee Statistical Reporting System

## Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2005 Appropriated ( A )	FTE Positions 03/26/2005 ( B )	FTE Positions 12/18/2004 ( C )	Difference 03/26/2005 - 12/18/2004 ( B - C )	Difference 03/26/2005 - Appropriated ( B - A )
ENVIRONMENTAL QUALITY	Regular	1,564.2	1,437.7	1,442.6	-4.9	-126.5
	Overtime	0.0	1.5	0.7	0.8	1.5
	Total	1,564.2	1,439.1	1,443.3	-4.1	-125.1
EXECUTIVE OFFICE	Regular	74.2	45.3	41.6	3.7	-28.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	45.3	41.6	3.7	-28.9
HISTORY ARTS AND LIBRARIES	Regular	232.0	203.9	208.7	-4.7	-28.1
	Overtime	0.0	0.1	0.0	0.1	0.1
	Total	232.0	204.0	208.7	-4.6	-28.0
HUMAN SERVICES	Regular	10,302.0	9,892.5	9,842.1	50.5	-409.5
	Overtime	0.0	187.4	123.4	64.0	187.4
	Total	10,302.0	10,079.9	9,965.4	114.5	-222.1
INFORMATION TECHNOLOGY	Regular	1,756.4	1,695.2	1,698.9	-3.6	-61.2
	Overtime	0.0	15.7	16.3	-0.6	15.7
	Total	1,756.4	1,711.0	1,715.2	-4.3	-45.5
LABOR & ECONOMIC GROWTH	Regular	4,248.5	4,006.9	3,984.1	22.8	-241.6
	Overtime	0.0	106.0	99.6	6.5	106.0
	Total	4,248.5	4,113.0	4,083.7	29.2	-135.5
MANAGEMENT & BUDGET	Regular	725.0	983.8	983.6	0.2	258.8
	Overtime	0.0	6.5	9.3	-2.8	6.5
	Total	725.0	990.3	992.9	-2.6	265.3
MILITARY AFFAIRS	Regular	1,016.0	915.7	907.9	7.9	-100.3
	Overtime	0.0	28.9	28.7	0.2	28.9
	Total	1,016.0	944.6	936.6	8.0	-71.4
NATURAL RESOURCES	Regular	2,064.5	1,581.2	1,559.7	21.5	-483.3
	Overtime	0.0	6.3	13.0	-6.7	6.3
	Total	2,064.5	1,587.5	1,572.7	14.8	-477.0

# Full-Time Equated Employee Statistical Reporting System

## Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2005 Appropriated ( A )	FTE Positions 03/26/2005 ( B )	FTE Positions 12/18/2004 ( C )	Difference 03/26/2005 - 12/18/2004 ( B - C )	Difference 03/26/2005 - Appropriated ( B - A )
STATE	Regular	1,851.8	1,690.5	1,641.4	49.1	-161.3
	Overtime	0.0	2.7	3.4	-0.7	2.7
	Total	1,851.8	1,693.2	1,644.8	48.4	-158.6
STATE POLICE	Regular	2,948.0	2,690.7	2,676.1	14.6	-257.3
	Overtime	0.0	102.0	119.7	-17.8	102.0
	Total	2,948.0	2,792.6	2,795.9	-3.2	-155.4
TRANSPORTATION	Regular	3,031.3	2,855.8	2,846.2	9.6	-175.5
	Overtime	0.0	80.5	103.2	-22.7	80.5
	Total	3,031.3	2,936.4	2,949.4	-13.1	-94.9
TREASURY	Regular	1,653.5	1,546.5	1,544.4	2.1	-107.0
	Overtime	0.0	0.8	1.5	-0.6	0.8
	Total	1,653.5	1,547.3	1,545.8	1.5	-106.2
STATEWIDE TOTALS	Total Regular	56,418.3	52,479.0	52,348.3	130.7	-3,939.3
	Total Overtime	0.0	1,561.3	1,509.2	52.0	1,561.3
	Grand Total	56,418.3	54,040.2	53,857.5	182.7	-2,378.1

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

### NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	Pay Period Ending 12/18/2004		Pay Period Ending 3/26/2005	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	691.5	1.3%	641.5	1.3%
Attorney General	522.0	1.0%	527.0	1.0%
Auditor General	147.0	0.3%	147.0	0.3%
Civil Rights	134.0	0.3%	138.0	0.3%
Civil Service	211.0	0.4%	215.0	0.4%
Community Health	4,753.0	8.9%	4,408.0	8.9%
Corrections	16,476.5	30.8%	16,779.5	30.8%
Education	345.5	0.6%	356.5	0.6%
Environmental Quality	1,500.0	2.8%	1,493.0	2.8%
Executive Office	45.0	0.1%	50.0	0.1%
History Arts and Libraries	253.6	0.5%	238.5	0.5%
Human Services	9,908.0	18.5%	9,984.5	18.5%
Information Technology	1,731.0	3.2%	1,723.0	3.2%
Labor and Economic Growth	4,169.0	7.8%	4,190.0	7.8%
Management and Budget	998.5	1.9%	998.5	1.9%
Military & Veterans Affairs	925.0	1.7%	941.0	1.7%
Natural Resources	1,698.5	3.2%	1,703.5	3.2%
State	1,852.0	3.5%	1,836.0	3.5%
State Police	2,705.0	5.1%	2,715.5	5.1%
Transportation	2,922.5	5.5%	2,933.5	5.5%
Treasury	1,565.0	2.9%	1,576.0	2.9%
TOTAL	53,553.6	100.0%	53,595.5	100.0%

Source: MAIN, MIDB Civil Service HWF03.

# **FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT**

**PAY PERIOD NUMBER 07 , ENDING MAR 26, 2005**

<b>DEPARTMENT</b>	<b>CURRENT PAY TOTAL EMPLOYEES</b>	<b>NUMBER OF PAY PERIODS</b>	<b>FYTD AVERAGE NO. OF EMPLOYEES</b>
AGRICULTURE	641.5	13	681.0
ATTORNEY GENERAL	527.0	13	520.9
AUDITOR GENERAL	147.0	13	147.4
CAREER DEVELOPMENT	0.0	13	69.9
CIVIL RIGHTS	138.0	13	134.8
CIVIL SERVICE	215.0	13	213.2
COMMUNITY HEALTH	4,408.0	13	4,647.8
CONSUMER & INDUSTRY SERVICES	0.0	13	436.7
CORRECTIONS	16,779.5	13	16,570.3
EDUCATION	356.5	13	347.4
ENVIRONMENTAL QUALITY	1,493.0	13	1,495.0
EXECUTIVE OFFICE	50.0	13	46.2
HISTORY ARTS AND LIBRARIES	238.5	13	257.1
HUMAN SERVICES	9,984.5	13	9,948.8
INFORMATION TECHNOLOGY	1,723.0	13	1,727.5
LABOR & ECONOMIC GROWTH	4,190.0	13	3,656.3
MANAGEMENT & BUDGET	998.5	13	1,000.1
MILITARY AFFAIRS	941.0	13	938.3
NATURAL RESOURCES	1,703.5	13	1,826.9
STATE	1,836.0	13	1,841.9
STATE POLICE	2,715.5	13	2,705.2
TRANSPORTATION	2,933.5	13	2,938.3
TREASURY	1,576.0	13	1,561.5
<b>GRAND TOTAL:</b>	<b>53,595.5</b>		<b>53,712.6</b>

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MAIN MIDB CIVIL SERVICE WORKFORCE 09

REPORT SEQUENCE: HRS\_DEPT\_CD\_DESC

TABLES USED: VTS\_HRM\_EMP\_COMMON, PROFILE\_HRS\_DEPT\_AGENCY, VTS\_PROFILE\_HRS\_PAY\_PERIOD

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**



# AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

PAY PERIOD ENDING MARCH 26, 2005

DEPARTMENT NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
AGRICULTURE	642	1%	44.2	\$24.19	384	60%
ATTORNEY GENERAL	527	1%	46.5	\$33.26	366	69%
AUDITOR GENERAL	147	0%	39.0	\$31.15	109	74%
CIVIL RIGHTS	138	0%	44.1	\$25.34	85	62%
CIVIL SERVICE	216	0%	46.6	\$26.32	164	76%
COMMUNITY HEALTH	4,443	8%	47.0	\$23.84	3,091	70%
CORRECTIONS	16,848	31%	43.6	\$22.40	13,355	79%
EDUCATION	359	1%	48.7	\$26.76	221	62%
ENVIRONMENTAL QUALITY	1,498	3%	44.4	\$26.13	1,091	73%
EXECUTIVE OFFICE	50	0%	36.2	\$22.68	5	10%
HISTORY ARTS AND LIBRARIES	241	0%	44.7	\$21.89	145	60%
HUMAN SERVICES	10,004	19%	46.6	\$22.62	7,603	76%
INFORMATION TECHNOLOGY	1,724	3%	45.5	\$27.58	1,322	77%
LABOR & ECONOMIC GROWTH	4,201	8%	46.3	\$23.87	2,788	66%
MANAGEMENT & BUDGET	1,007	2%	45.7	\$24.20	745	74%
MILITARY AFFAIRS	945	2%	46.2	\$20.63	649	69%
NATURAL RESOURCES	1,706	3%	43.8	\$22.33	1,189	70%
STATE	1,837	3%	45.2	\$20.22	1,252	68%
STATE POLICE	2,722	5%	40.6	\$26.28	2,183	80%
TRANSPORTATION	2,946	5%	43.5	\$23.74	1,978	67%
TREASURY	1,577	3%	45.5	\$23.70	1,033	66%
<b>STATEWIDE TOTALS</b>	<b>53,778</b>	<b>100%</b>	<b>44.8</b>	<b>\$23.38</b>	<b>39,758</b>	<b>74%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, workers compensation or non career in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING MARCH 26, 2005**

Department	Total Employees	Health						Dental						Vision	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	642	321	50%	237	37%	10	2%	555	86%	13	2%	3	0%	574	89%
ATTORNEY GENERAL	527	264	50%	215	41%	6	1%	486	92%	10	2%	2	0%	502	95%
AUDITOR GENERAL	147	37	25%	85	58%	9	6%	126	86%	2	1%	1	1%	131	89%
CIVIL RIGHTS	138	83	60%	44	32%	3	2%	127	92%	4	3%	1	1%	132	96%
CIVIL SERVICE	216	88	41%	101	47%	1	0%	189	88%	5	2%	0	0%	193	89%
COMMUNITY HEALTH	4,443	2,593	58%	1,405	32%	59	1%	3,959	89%	121	3%	16	0%	4,106	92%
CORRECTIONS	16,848	10,119	60%	5,575	33%	136	1%	15,570	92%	332	2%	34	0%	15,949	95%
EDUCATION	359	170	47%	143	40%	9	3%	311	87%	7	2%	5	1%	327	91%
ENVIRONMENTAL QUALITY	1,498	672	45%	644	43%	24	2%	1,312	88%	30	2%	8	1%	1,356	91%
EXECUTIVE OFFICE	50	25	50%	11	22%	0	0%	39	78%	0	0%	0	0%	39	78%
HISTORY ARTS AND LIBRARIES	241	94	39%	97	40%	0	0%	186	77%	6	2%	1	0%	192	80%
HUMAN SERVICES	10,004	5,742	57%	3,604	36%	120	1%	9,177	92%	335	3%	35	0%	9,553	95%
INFORMATION TECHNOLOGY	1,724	664	39%	892	52%	25	1%	1,517	88%	58	3%	6	0%	1,590	92%
LABOR & ECONOMIC GROWTH	4,201	2,022	48%	1,635	39%	85	2%	3,587	85%	166	4%	19	0%	3,788	90%
MANAGEMENT & BUDGET	1,007	315	31%	573	57%	14	1%	892	89%	16	2%	1	0%	911	90%
MILITARY AFFAIRS	945	379	40%	488	52%	18	2%	889	94%	3	0%	1	0%	894	95%
NATURAL RESOURCES	1,706	1,109	65%	356	21%	31	2%	1,480	87%	14	1%	7	0%	1,508	88%
STATE	1,837	864	47%	723	39%	26	1%	1,577	86%	49	3%	9	0%	1,637	89%
STATE POLICE	2,722	2,063	76%	515	19%	21	1%	2,583	95%	26	1%	8	0%	2,615	96%
TRANSPORTATION	2,946	1,617	55%	1,050	36%	38	1%	2,682	91%	31	1%	9	0%	2,725	92%
TREASURY	1,577	605	38%	774	49%	35	2%	1,350	86%	66	4%	10	1%	1,430	91%
<b>STATEWIDE TOTALS:</b>	<b>53,778</b>	<b>29,846</b>	<b>55%</b>	<b>19,167</b>	<b>36%</b>	<b>670</b>	<b>1%</b>	<b>48,594</b>	<b>90%</b>	<b>1,294</b>	<b>2%</b>	<b>176</b>	<b>0%</b>	<b>50,152</b>	<b>93%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING MARCH 26, 2005**

Department	Total Employees	Disability Insurance				Life Insurance				Long Term Care Insurance	
		Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	642	503	78%	0	0%	563	88%	41	6%	87	14%
ATTORNEY GENERAL	527	438	83%	0	0%	507	96%	18	3%	100	19%
AUDITOR GENERAL	147	129	88%	0	0%	121	82%	21	14%	33	22%
CIVIL RIGHTS	138	127	92%	0	0%	119	86%	14	10%	27	20%
CIVIL SERVICE	216	195	90%	0	0%	194	90%	15	7%	79	37%
COMMUNITY HEALTH	4,443	3,995	90%	0	0%	4,093	92%	244	5%	553	12%
CORRECTIONS	16,848	16,128	96%	0	0%	16,295	97%	510	3%	1,060	6%
EDUCATION	359	276	77%	0	0%	327	91%	31	9%	81	23%
ENVIRONMENTAL QUALITY	1,498	1,231	82%	0	0%	1,296	87%	123	8%	242	16%
EXECUTIVE OFFICE	50	17	34%	0	0%	37	74%	9	18%	1	2%
HISTORY ARTS AND LIBRARIES	241	167	69%	0	0%	185	77%	18	7%	57	24%
HUMAN SERVICES	10,004	9,459	95%	0	0%	9,459	95%	531	5%	1,439	14%
INFORMATION TECHNOLOGY	1,724	1,457	85%	46	3%	1,493	87%	104	6%	281	16%
LABOR & ECONOMIC GROWTH	4,201	3,501	83%	4	0%	3,696	88%	288	7%	638	15%
MANAGEMENT & BUDGET	1,007	870	86%	0	0%	912	91%	56	6%	165	16%
MILITARY AFFAIRS	945	807	85%	0	0%	896	95%	36	4%	75	8%
NATURAL RESOURCES	1,706	1,404	82%	0	0%	1,488	87%	93	5%	193	11%
STATE	1,837	1,479	81%	0	0%	1,600	87%	110	6%	250	14%
STATE POLICE	2,722	2,445	90%	1,710	63%	4	0%	116	4%	227	8%
TRANSPORTATION	2,946	2,532	86%	0	0%	2,655	90%	197	7%	317	11%
TREASURY	1,577	1,316	83%	0	0%	1,416	90%	90	6%	229	15%
<b>STATEWIDE TOTALS:</b>	<b>53,778</b>	<b>48,476</b>	<b>90%</b>	<b>1,760</b>	<b>3%</b>	<b>47,356</b>	<b>88%</b>	<b>2,665</b>	<b>5%</b>	<b>6,134</b>	<b>11%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

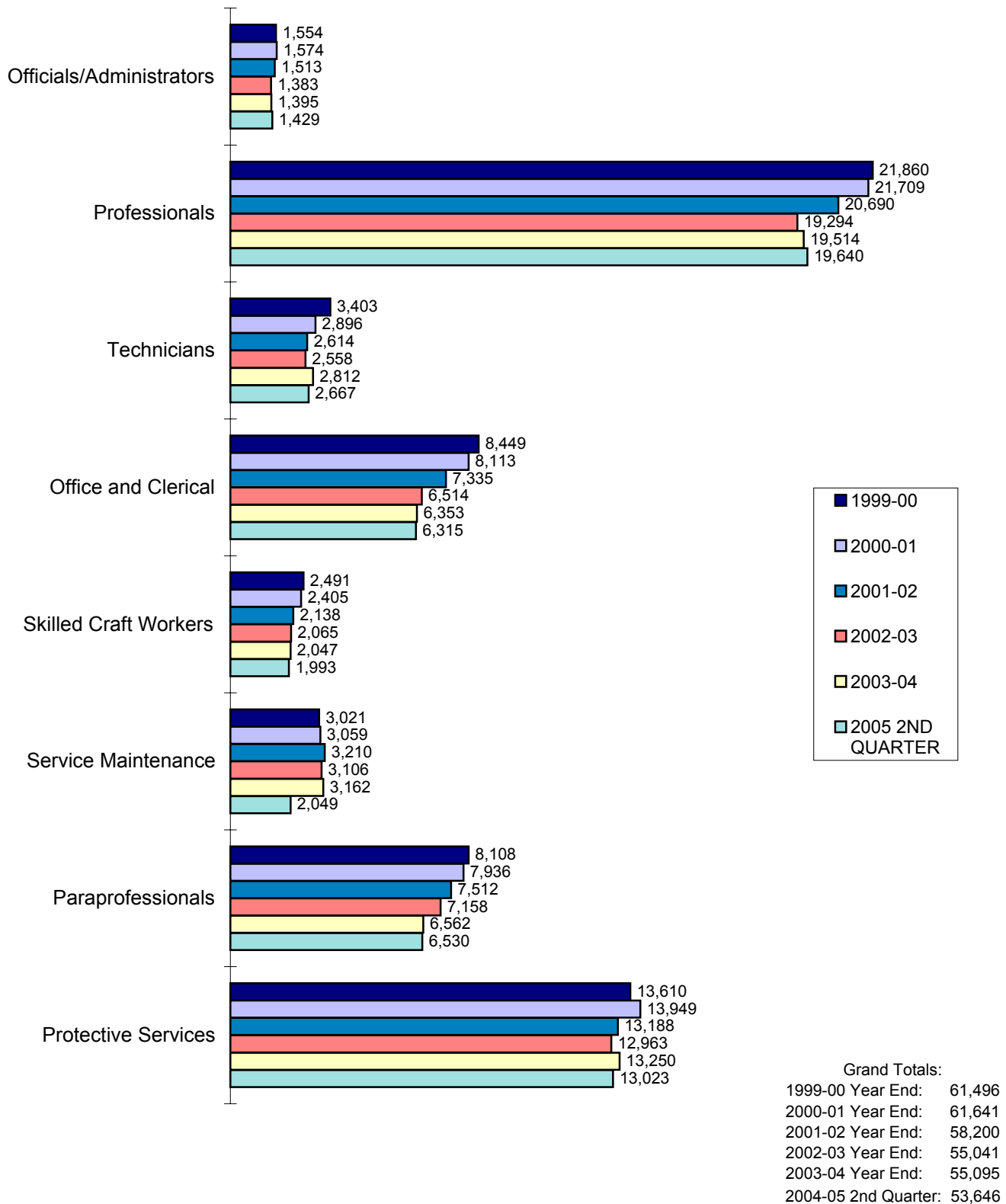
# AGE DISTRIBUTION FOR CLASSIFIED EMPLOYEES BY DEPARTMENT AND STATEWIDE

PAY PERIOD ENDING MAR 26, 2005

DEPARTMENT	19 & UNDER	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 & OVER	TOTAL
AGRICULTURE	2	27	69	50	57	101	110	129	69	17	11	0	642
ATTORNEY GENERAL	0	4	28	54	60	69	94	95	85	34	4	0	527
AUDITOR GENERAL	0	9	24	24	21	28	21	12	6	2	0	0	147
CIVIL RIGHTS	0	6	15	16	15	12	20	24	24	6	0	0	138
CIVIL SERVICE	0	1	12	24	15	29	45	43	39	6	2	0	216
COMMUNITY HEALTH	13	146	195	261	329	514	992	1,122	587	210	34	6	4,409
CORRECTIONS	4	186	959	2,196	2,720	3,125	3,067	2,742	1,376	346	51	9	16,781
EDUCATION	0	5	18	16	25	26	82	89	69	25	3	1	359
ENVIRONMENTAL QUALITY	7	69	113	131	141	225	282	322	161	40	7	0	1,498
EXECUTIVE OFFICE	0	8	11	10	0	9	5	3	3	1	0	0	50
HISTORY ARTS AND LIBRARIES	1	16	11	24	39	21	34	49	30	13	0	3	241
HUMAN SERVICES	0	63	628	951	934	1,069	1,907	2,620	1,432	324	51	14	9,993
INFORMATION TECHNOLOGY	8	41	86	141	171	296	353	356	204	60	6	1	1,723
LABOR & ECONOMIC GROWTH	23	178	249	301	345	487	797	904	651	202	41	20	4,198
MANAGEMENT & BUDGET	7	35	50	68	98	129	214	274	98	28	4	1	1,006
MILITARY AFFAIRS	1	19	46	71	103	147	177	222	106	35	11	4	942
NATURAL RESOURCES	4	56	143	213	190	250	317	302	158	54	10	8	1,705
STATE	9	83	110	139	163	283	341	406	225	65	7	5	1,836
STATE POLICE	0	38	275	528	499	521	416	284	122	27	5	2	2,717
TRANSPORTATION	5	119	263	277	376	448	547	539	278	71	16	2	2,941
TREASURY	6	51	106	126	149	226	299	340	204	52	15	3	1,577
<b>STATEWIDE TOTAL</b>	<b>90</b>	<b>1,160</b>	<b>3,411</b>	<b>5,621</b>	<b>6,450</b>	<b>8,015</b>	<b>10,120</b>	<b>10,877</b>	<b>5,927</b>	<b>1,618</b>	<b>278</b>	<b>79</b>	<b>53,646</b>
<b>AVERAGE AGE</b>	<b>19.32</b>	<b>23.10</b>	<b>27.74</b>	<b>32.71</b>	<b>37.55</b>	<b>42.58</b>	<b>47.64</b>	<b>52.39</b>	<b>57.09</b>	<b>61.86</b>	<b>66.79</b>	<b>74.14</b>	<b>44.76</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

# **EMPLOYMENT TREND OF JOB CATEGORIES** **Fiscal Years 1999-00 through Second Quarter 2004-05**



Source: MAIN MIDB Civil Service HWF27

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**Pay Period Ending Date: **March 26, 2005**

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	3	16
ALGER	382	6	388
ALLEGAN	194	57	251
ALPENA	125	12	137
ANTRIM	27	1	28
ARENAC	360	9	369
BARAGA	448	8	456
BARRY	81	4	85
BAY	275	33	308
BENZIE	23	7	30
BERRIEN	388	32	420
BRANCH	750	11	761
CALHOUN	327	22	349
CASS	68	4	72
CHARLEVOIX	20	35	55
CHEBOYGAN	84	19	103
CHIPPEWA	1,280	26	1,306
CLARE	43	11	54
CLINTON	121	34	155
CRAWFORD	243	61	304
DELTA	206	29	235
DICKINSON	48	8	56
EATON	2,851	201	3,052
EMMET	77	12	89
GENESEE	822	105	927
GLADWIN	45	7	52
GOGEBIC	286	11	297
GRAND TRAVERSE	521	26	547
GRATIOT	868	16	884
HILLSDALE	58	7	65
HOUGHTON	115	11	126
HURON	35	11	46
INGHAM	9,854	1,188	11,042
IONIA	1,947	32	1,979
IOSCO	52	9	61
IRON	119	5	124
ISABELLA	527	92	619
JACKSON	2,776	46	2,822
KALAMAZOO	998	138	1,136
KALKASKA	51	5	56
KENT	1,641	122	1,763
KEWEENAW	1	4	5
LAKE	48	2	50
LAPEER	413	28	441

MAIN MIDB CIVIL SERVICE WORKFORCE 55

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**Pay Period Ending Date: **March 26, 2005**

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	2	2	4
LENAWEE	775	46	821
LIVINGSTON	594	27	621
LUCE	399	8	407
MACKINAC	132	52	184
MACOMB	1,177	81	1,258
MANISTEE	400	18	418
MARQUETTE	867	45	912
MASON	66	2	68
MECOSTA	53	3	56
MENOMINEE	44	8	52
MIDLAND	75	7	82
MISSAUKEE	47	3	50
MONROE	165	26	191
MONTCALM	642	12	654
MONTMORENCY	49	3	52
MUSKEGON	1,084	24	1,108
NEWAYGO	75	6	81
OAKLAND	1,036	110	1,146
OCEANA	56	20	76
OGEMAW	60	8	68
ONTONAGON	26		26
OSCEOLA	83	4	87
OSCODA	22	3	25
OTSEGO	245	16	261
OTTAWA	166	23	189
OUT OF STATE	52	5	57
PRESQUE ISLE	16	3	19
ROSCOMMON	132	26	158
SAGINAW	1,088	31	1,119
SANILAC	51	3	54
SCHOOLCRAFT	83	7	90
SHIAWASSEE	77	14	91
STATEWIDE	805	44	849
ST CLAIR	219	32	251
ST JOSEPH	90	7	97
TUSCOLA	551	18	569
VAN BUREN	248	38	286
WASHTENAW	1,802	72	1,874
WAYNE	6,755	305	7,060
WEXFORD	170	16	186
<b>Grand Total:</b>	<b>50,090</b>	<b>3,688</b>	<b>53,778</b>

MAIN MIDB CIVIL SERVICE WORKFORCE 55

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## SECTION THREE

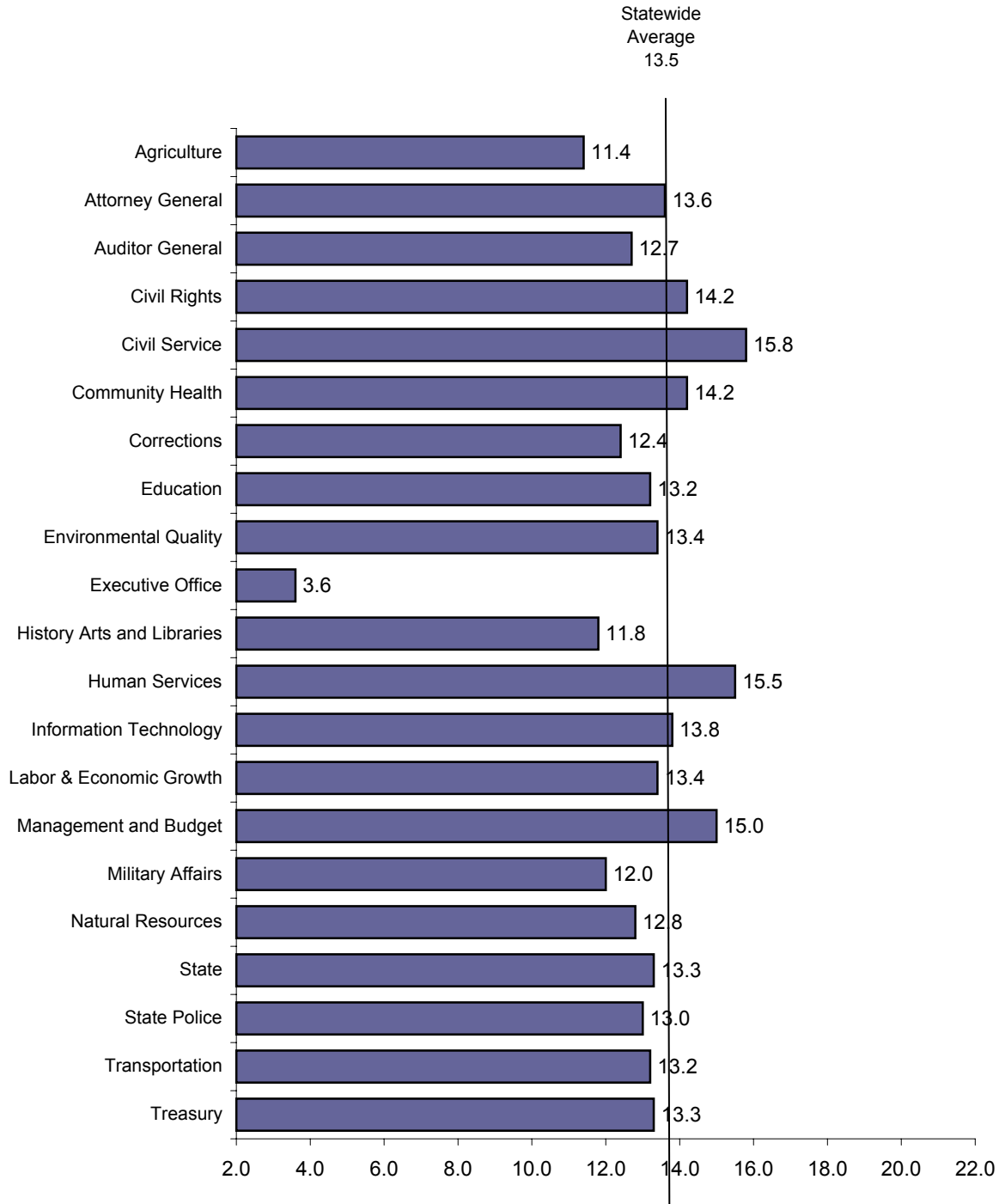
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### **EMPLOYEE CONTINUITY OVERVIEW**



# AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period Ending March 26, 2005



Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AGRICULTURE</b>																
LESS THAN 6 YEARS	108	120	4	8	2	1	2	2	1	2	2	1	119	134	1	0
6 - 10 YEARS	49	35	3	6	0	2	0	2	0	1	0	0	52	46	0	2
11- 15 YEARS	50	38	0	1	0	1	1	2	1	2	0	0	52	44	1	0
16 - 20 YEARS	35	33	1	6	0	0	0	0	0	1	0	0	36	40	3	2
21 - 25 YEARS	8	19	1	4	0	0	1	0	1	0	0	0	11	23	0	2
26 - 30 YEARS	27	20	2	1	0	0	1	1	0	0	0	0	30	22	0	3
31 - 35 YEARS	20	6	0	3	0	0	0	0	2	0	0	0	22	9	2	1
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>298</b>	<b>272</b>	<b>11</b>	<b>29</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>7</b>	<b>5</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>323</b>	<b>319</b>	<b>7</b>	<b>10</b>
MORE THAN 10 YEARS	141	117	4	15	0	1	3	3	4	3	0	0	152	139	6	8
AVERAGE YEARS	11.9	10.5	12.3	14.4	3.5	8.5	13.2	10.3	22.0	9.8	1.5	3.0	12.0	10.8	19.1	21.5
<b>DEPARTMENT AVERAGE YEARS</b>	<b>11.4</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
LESS THAN 6 YEARS	42	78	14	16	0	0	0	3	0	0	0	0	56	97	0	0
6 - 10 YEARS	35	53	1	9	0	0	1	1	0	2	0	0	37	65	0	0
11- 15 YEARS	15	22	1	0	0	0	0	1	0	0	0	0	16	23	0	0
16 - 20 YEARS	34	38	2	7	0	0	0	3	1	0	0	0	37	48	1	3
21 - 25 YEARS	18	22	4	2	0	0	1	1	0	0	0	0	23	25	0	2
26 - 30 YEARS	30	28	3	3	0	1	1	0	0	0	0	0	34	32	2	1
31 - 35 YEARS	23	5	0	1	0	0	0	0	0	0	0	0	23	6	1	0
36 - 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>201</b>	<b>247</b>	<b>25</b>	<b>38</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>230</b>	<b>297</b>	<b>4</b>	<b>6</b>
MORE THAN 10 YEARS	124	116	10	13	0	1	2	5	1	0	0	0	137	135	4	6
AVERAGE YEARS	16.3	12.2	9.9	10.6	0.0	26.0	20.3	11.8	17.0	6.0	0.0	0.0	15.7	12.0	27.3	21.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.6</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																
LESS THAN 6 YEARS	10	16	0	1	0	0	0	0	0	1	0	0	10	18	0	0
6 - 10 YEARS	21	28	1	2	0	0	0	0	0	0	0	0	22	30	0	0
11- 15 YEARS	3	10	0	1	0	0	0	0	0	0	0	0	3	11	0	0
16 - 20 YEARS	8	15	2	0	0	0	0	0	0	0	0	0	10	15	0	2
21 - 25 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	0	1
26 - 30 YEARS	6	3	1	0	0	0	0	0	0	0	0	0	7	3	0	0
31 - 35 YEARS	8	0	0	0	0	0	0	0	0	0	0	0	8	0	1	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>64</b>	<b>74</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>68</b>	<b>79</b>	<b>1</b>	<b>3</b>
MORE THAN 10 YEARS	33	30	3	1	0	0	0	0	0	0	0	0	36	31	1	3
AVERAGE YEARS	15.7	10.1	17.3	8.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	0.0	15.8	10.0	31.0	19.7
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																
LESS THAN 6 YEARS	7	14	7	16	0	0	0	4	1	2	0	0	15	36	0	0
6 - 10 YEARS	3	2	3	8	0	1	0	0	0	1	0	0	6	12	0	0
11- 15 YEARS	1	3	0	6	0	0	0	1	0	1	0	0	1	11	0	1
16 - 20 YEARS	1	3	2	4	0	0	2	0	0	0	0	0	5	7	0	0
21 - 25 YEARS	2	4	0	4	0	0	0	0	0	0	0	0	2	8	0	1
26 - 30 YEARS	1	4	1	4	0	0	2	2	0	0	0	0	4	10	0	0
31 - 35 YEARS	4	5	4	3	0	0	1	0	1	0	0	0	10	8	0	0
36 - 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>19</b>	<b>36</b>	<b>17</b>	<b>47</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>43</b>	<b>95</b>	<b>0</b>	<b>2</b>
MORE THAN 10 YEARS	9	20	7	23	0	0	5	3	1	1	0	0	22	47	0	2
AVERAGE YEARS	14.4	15.4	14.5	13.4	0.0	8.0	23.4	11.7	16.0	5.5	0.0	0.0	15.5	13.7	0.0	18.5
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.2</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE</b>																
LESS THAN 6 YEARS	6	31	1	8	0	1	0	3	0	1	0	0	7	44	0	0
6 - 10 YEARS	4	20	1	3	0	0	0	0	0	0	0	0	5	23	0	0
11- 15 YEARS	4	17	0	0	0	2	0	0	0	3	0	0	4	22	0	1
16 - 20 YEARS	8	18	0	8	0	1	0	4	0	0	0	0	8	31	2	2
21 - 25 YEARS	3	7	1	5	0	0	0	0	0	0	0	0	4	12	0	0
26 - 30 YEARS	7	26	2	3	1	1	0	1	0	0	0	0	10	31	2	4
31 - 35 YEARS	5	6	1	1	1	0	0	0	0	0	0	0	7	7	1	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>37</b>	<b>126</b>	<b>6</b>	<b>28</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>45</b>	<b>171</b>	<b>5</b>	<b>7</b>
MORE THAN 10 YEARS	27	75	4	17	2	4	0	5	0	3	0	0	33	104	5	7
AVERAGE YEARS	18.1	15.0	19.5	15.6	28.5	15.4	0.0	13.6	0.0	12.0	0.0	0.0	18.8	15.0	25.0	22.9
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.8</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>COMMUNITY HEALTH</b>																
LESS THAN 6 YEARS	303	608	90	184	3	5	10	12	16	19	6	11	428	839	3	3
6 - 10 YEARS	189	342	26	77	2	4	5	7	12	20	0	0	234	450	4	6
11- 15 YEARS	91	201	28	63	1	1	8	4	5	13	0	0	133	282	8	15
16 - 20 YEARS	144	305	35	108	1	4	7	17	9	20	0	0	196	454	24	24
21 - 25 YEARS	149	209	45	87	2	2	5	8	6	7	0	0	207	313	18	25
26 - 30 YEARS	232	304	59	67	2	5	5	11	8	8	0	0	306	395	21	25
31 - 35 YEARS	57	78	5	11	0	0	1	0	0	1	0	0	63	90	7	3
36 - 40 YEARS	8	7	0	3	0	0	0	1	0	0	0	0	8	11	1	2
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,173</b>	<b>2,054</b>	<b>288</b>	<b>600</b>	<b>11</b>	<b>21</b>	<b>41</b>	<b>60</b>	<b>56</b>	<b>88</b>	<b>6</b>	<b>11</b>	<b>1,575</b>	<b>2,834</b>	<b>86</b>	<b>103</b>
MORE THAN 10 YEARS	681	1,104	172	339	6	12	26	41	28	49	0	0	913	1,545	79	94
AVERAGE YEARS	15.4	13.7	14.7	13.6	14.2	15.0	13.9	16.2	12.9	12.9	1.2	1.2	15.1	13.7	21.7	20.7
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.2</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																
LESS THAN 6 YEARS	1,847	997	259	346	36	13	44	39	11	5	28	15	2,225	1,415	7	2
6 - 10 YEARS	2,368	993	264	363	64	25	72	28	10	6	0	0	2,778	1,415	11	10
11- 15 YEARS	1,470	573	160	145	31	10	27	22	6	1	0	0	1,694	751	48	25
16 - 20 YEARS	2,891	814	393	369	87	19	63	20	8	5	0	0	3,442	1,227	183	61
21 - 25 YEARS	476	192	79	78	13	3	7	3	0	1	0	0	575	277	49	21
26 - 30 YEARS	494	215	64	51	7	2	6	5	0	0	0	0	571	273	57	13
31 - 35 YEARS	71	34	10	14	1	0	2	0	0	0	0	0	84	48	9	3
36 - 40 YEARS	4	2	0	0	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>9,621</b>	<b>3,820</b>	<b>1,229</b>	<b>1,366</b>	<b>239</b>	<b>72</b>	<b>221</b>	<b>117</b>	<b>35</b>	<b>18</b>	<b>28</b>	<b>15</b>	<b>11,373</b>	<b>5,408</b>	<b>364</b>	<b>135</b>
MORE THAN 10 YEARS	5,406	1,830	706	657	139	34	105	50	14	7	0	0	6,370	2,578	346	123
AVERAGE YEARS	12.7	11.6	13.0	11.8	12.8	11.5	11.7	10.3	9.5	10.7	2.8	1.9	12.7	11.6	19.4	18.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.4</b>															



**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EDUCATION</b>																
LESS THAN 6 YEARS	43	71	2	4	0	0	0	1	0	0	0	0	45	76	0	0
6 - 10 YEARS	15	44	1	4	0	0	0	0	0	0	0	0	16	48	0	0
11- 15 YEARS	4	18	0	0	0	0	0	0	0	0	0	0	4	18	0	0
16 - 20 YEARS	5	36	0	4	0	0	1	3	0	1	0	0	6	44	0	2
21 - 25 YEARS	1	14	1	0	0	1	0	2	0	0	0	0	2	17	0	3
26 - 30 YEARS	14	39	0	5	0	0	0	0	0	0	0	0	14	44	2	1
31 - 35 YEARS	2	19	0	2	0	0	0	0	0	0	0	0	2	21	1	3
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>84</b>	<b>243</b>	<b>4</b>	<b>19</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>89</b>	<b>270</b>	<b>3</b>	<b>9</b>
MORE THAN 10 YEARS	26	128	1	11	0	1	1	5	0	1	0	0	28	146	3	9
AVERAGE YEARS	9.5	14.1	8.0	16.6	0.0	24.0	20.0	18.0	0.0	19.0	0.0	0.0	9.6	14.4	28.0	24.9
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.2</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENTAL QUALITY</b>																
LESS THAN 6 YEARS	179	184	8	4	2	1	1	4	3	2	3	6	196	201	0	0
6 - 10 YEARS	91	99	2	6	0	0	1	1	2	5	0	0	96	111	0	0
11- 15 YEARS	161	108	2	6	0	0	4	2	9	3	0	0	176	119	4	6
16 - 20 YEARS	110	113	11	17	1	2	3	3	5	3	0	0	130	138	3	3
21 - 25 YEARS	57	46	5	6	0	1	0	2	3	0	0	0	65	55	5	4
26 - 30 YEARS	94	52	1	4	1	0	1	0	0	1	0	0	97	57	6	2
31 - 35 YEARS	32	15	0	2	0	0	0	0	2	0	0	0	34	17	0	0
36 - 40 YEARS	3	2	0	0	0	0	1	0	0	0	0	0	4	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>727</b>	<b>619</b>	<b>29</b>	<b>45</b>	<b>4</b>	<b>4</b>	<b>11</b>	<b>12</b>	<b>24</b>	<b>14</b>	<b>3</b>	<b>6</b>	<b>798</b>	<b>700</b>	<b>19</b>	<b>15</b>
MORE THAN 10 YEARS	457	336	19	35	2	3	9	7	19	7	0	0	506	388	19	15
AVERAGE YEARS	14.2	12.2	13.9	16.8	12.0	15.5	16.5	12.0	15.3	11.8	0.0	0.8	14.2	12.4	22.3	19.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.4</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																
LESS THAN 6 YEARS	10	22	2	7	0	0	0	3	0	0	0	0	12	32	0	0
6 - 10 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>11</b>	<b>27</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>37</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1
AVERAGE YEARS	2.3	4.7	2.0	2.6	0.0	0.0	0.0	2.7	0.0	0.0	0.0	0.0	2.2	4.1	0.0	36.0
<b>DEPARTMENT AVERAGE YEARS</b>			<b>3.6</b>													

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HISTORY ARTS AND LIBRARIES</b>																
LESS THAN 6 YEARS	28	43	1	2	0	0	1	1	0	1	5	8	35	55	0	0
6 - 10 YEARS	19	24	1	0	1	0	0	0	0	1	0	0	21	25	2	1
11- 15 YEARS	4	4	1	1	0	0	0	0	0	0	0	0	5	5	0	0
16 - 20 YEARS	11	23	0	0	1	1	0	2	0	0	0	0	12	26	4	1
21 - 25 YEARS	4	7	1	3	0	0	0	1	0	0	0	0	5	11	2	0
26 - 30 YEARS	12	12	0	1	0	0	0	0	0	0	0	0	12	13	0	1
31 - 35 YEARS	6	7	0	0	1	0	1	0	0	0	0	0	8	7	1	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>85</b>	<b>120</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>99</b>	<b>142</b>	<b>9</b>	<b>3</b>
MORE THAN 10 YEARS	38	53	2	5	2	1	1	3	0	0	0	0	43	62	7	2
AVERAGE YEARS	12.8	11.9	10.5	15.9	19.7	20.0	16.0	14.8	0.0	5.0	0.6	0.3	12.4	11.4	18.4	16.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>11.8</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HUMAN SERVICES</b>																
LESS THAN 6 YEARS	275	1,119	77	554	2	7	21	66	4	8	0	3	379	1,757	0	5
6 - 10 YEARS	270	750	120	591	3	12	15	69	5	11	0	0	413	1,433	1	23
11- 15 YEARS	187	645	71	294	2	14	15	49	2	13	0	0	277	1,015	20	50
16 - 20 YEARS	198	512	73	272	2	8	24	65	5	5	0	0	302	862	25	42
21 - 25 YEARS	163	689	53	352	2	11	4	28	4	6	0	0	226	1,086	23	100
26 - 30 YEARS	343	770	52	454	2	7	9	12	3	2	0	0	409	1,245	35	79
31 - 35 YEARS	128	245	15	129	0	0	1	6	2	0	0	0	146	380	13	19
36 - 40 YEARS	22	21	1	13	1	1	1	0	0	0	0	0	25	35	3	3
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	1
<b>DEPARTMENT TOTAL</b>	<b>1,587</b>	<b>4,751</b>	<b>463</b>	<b>2,660</b>	<b>14</b>	<b>60</b>	<b>90</b>	<b>295</b>	<b>25</b>	<b>45</b>	<b>0</b>	<b>3</b>	<b>2,179</b>	<b>7,814</b>	<b>120</b>	<b>322</b>
MORE THAN 10 YEARS	1,042	2,882	266	1,515	9	41	54	160	16	26	0	0	1,387	4,624	119	294
AVERAGE YEARS	17.2	15.4	14.3	15.2	17.3	15.6	13.3	12.4	16.2	12.4	0.0	1.0	16.4	15.2	23.2	21.7
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.5</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>INFORMATION TECHNOLOGY</b>																
LESS THAN 6 YEARS	187	84	8	7	1	0	2	2	10	5	66	15	274	113	1	0
6 - 10 YEARS	265	103	15	15	1	0	7	4	13	7	0	0	301	129	4	4
11- 15 YEARS	87	61	4	8	1	1	2	2	6	3	0	0	100	75	5	5
16 - 20 YEARS	103	122	22	22	0	1	3	5	6	8	1	0	135	158	10	9
21 - 25 YEARS	34	41	8	17	0	0	2	3	4	3	0	0	48	64	7	3
26 - 30 YEARS	106	97	8	12	0	0	1	4	1	1	0	0	116	114	10	3
31 - 35 YEARS	41	35	3	2	1	0	2	2	0	1	0	0	47	40	3	1
36 - 40 YEARS	5	4	0	0	0	0	0	0	0	0	0	0	5	4	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>828</b>	<b>547</b>	<b>68</b>	<b>83</b>	<b>4</b>	<b>2</b>	<b>19</b>	<b>22</b>	<b>40</b>	<b>28</b>	<b>67</b>	<b>15</b>	<b>1,026</b>	<b>697</b>	<b>41</b>	<b>25</b>
MORE THAN 10 YEARS	376	360	45	61	2	2	10	16	17	16	1	0	451	455	36	21
AVERAGE YEARS	13.1	16.1	16.2	17.5	14.3	14.5	14.7	17.9	10.5	13.5	1.2	0.7	12.4	15.9	21.0	17.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.8</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>LABOR &amp; ECONOMIC GROWTH</b>																
LESS THAN 6 YEARS	333	549	94	318	0	7	17	35	9	16	8	20	461	945	8	8
6 - 10 YEARS	162	249	23	84	2	1	5	9	4	8	0	0	196	351	7	5
11- 15 YEARS	142	202	23	76	1	2	4	11	0	6	0	0	170	297	18	24
16 - 20 YEARS	166	239	46	108	2	6	11	20	8	7	0	0	233	380	26	32
21 - 25 YEARS	81	161	27	63	1	3	5	5	0	2	0	0	114	234	19	25
26 - 30 YEARS	155	257	36	105	1	2	4	11	1	3	0	0	197	378	32	40
31 - 35 YEARS	65	87	9	43	0	1	0	2	1	0	0	0	75	133	12	15
36 - 40 YEARS	14	12	1	3	0	0	0	1	0	0	0	0	15	16	3	1
MORE THAN 40 YEARS	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,119</b>	<b>1,756</b>	<b>261</b>	<b>800</b>	<b>7</b>	<b>22</b>	<b>46</b>	<b>94</b>	<b>23</b>	<b>42</b>	<b>8</b>	<b>20</b>	<b>1,464</b>	<b>2,734</b>	<b>125</b>	<b>150</b>
MORE THAN 10 YEARS	624	958	144	398	5	14	24	50	10	18	0	0	807	1,438	110	137
AVERAGE YEARS	13.9	13.7	13.5	12.6	16.3	15.0	11.9	12.3	11.2	10.5	0.8	0.7	13.7	13.2	20.8	21.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.4</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MANAGEMENT &amp; BUDGET</b>																
LESS THAN 6 YEARS	96	111	1	7	0	1	3	1	1	1	11	12	112	133	0	0
6 - 10 YEARS	95	86	10	5	0	0	0	2	0	0	0	0	105	93	1	1
11- 15 YEARS	40	37	6	3	0	0	3	2	1	0	0	0	50	42	3	0
16 - 20 YEARS	65	55	9	6	0	0	3	2	5	1	0	0	82	64	6	5
21 - 25 YEARS	28	32	7	3	0	0	2	1	0	1	0	0	37	37	3	3
26 - 30 YEARS	95	53	9	5	1	1	5	1	0	0	0	0	110	60	10	3
31 - 35 YEARS	32	22	3	3	1	0	9	2	1	0	0	0	46	27	3	0
36 - 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>458</b>	<b>397</b>	<b>45</b>	<b>32</b>	<b>2</b>	<b>2</b>	<b>25</b>	<b>11</b>	<b>8</b>	<b>3</b>	<b>11</b>	<b>12</b>	<b>549</b>	<b>457</b>	<b>28</b>	<b>12</b>
MORE THAN 10 YEARS	267	200	34	20	2	1	22	8	7	2	0	0	332	231	27	11
AVERAGE YEARS	15.8	13.6	18.6	15.8	31.0	17.5	22.8	17.7	17.4	15.3	1.5	1.3	16.1	13.6	23.9	21.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.0</b>															



**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY AFFAIRS</b>																
LESS THAN 6 YEARS	106	120	13	51	0	0	5	5	1	3	1	0	126	179	0	1
6 - 10 YEARS	54	76	6	29	0	1	6	3	0	1	0	0	66	110	1	0
11- 15 YEARS	70	52	3	13	0	2	3	1	0	0	0	0	76	68	3	1
16 - 20 YEARS	39	65	7	12	1	2	1	2	0	1	0	0	48	82	4	3
21 - 25 YEARS	30	40	2	2	3	0	1	1	0	0	0	0	36	43	6	1
26 - 30 YEARS	25	46	2	8	2	0	0	2	0	0	0	0	29	56	2	2
31 - 35 YEARS	12	7	0	0	0	0	0	0	0	0	0	0	12	7	1	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>339</b>	<b>407</b>	<b>33</b>	<b>115</b>	<b>6</b>	<b>5</b>	<b>16</b>	<b>14</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>396</b>	<b>546</b>	<b>17</b>	<b>8</b>
MORE THAN 10 YEARS	179	211	14	35	6	4	5	6	0	1	0	0	204	257	16	7
AVERAGE YEARS	12.1	12.8	10.4	8.9	24.3	15.4	8.2	11.9	5.0	7.6	3.0	0.0	12.0	11.9	20.1	19.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NATURAL RESOURCES</b>																
LESS THAN 6 YEARS	308	169	1	3	0	0	3	1	4	1	2	0	318	174	2	0
6 - 10 YEARS	224	91	4	3	1	1	1	2	3	0	0	0	233	97	1	1
11- 15 YEARS	145	72	5	7	2	0	3	3	0	2	0	0	155	84	2	3
16 - 20 YEARS	156	82	8	3	5	2	2	6	0	0	0	0	171	93	9	4
21 - 25 YEARS	77	46	4	4	2	0	0	0	1	1	0	0	84	51	1	1
26 - 30 YEARS	108	35	1	2	5	1	1	2	0	0	0	0	115	40	6	3
31 - 35 YEARS	61	10	0	1	0	0	1	0	0	0	0	0	62	11	3	2
36 - 40 YEARS	16	1	0	0	0	0	0	0	0	0	0	0	16	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,095</b>	<b>506</b>	<b>23</b>	<b>23</b>	<b>15</b>	<b>4</b>	<b>11</b>	<b>14</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>1,154</b>	<b>551</b>	<b>26</b>	<b>14</b>
MORE THAN 10 YEARS	563	246	18	17	14	3	7	11	1	3	0	0	603	280	23	13
AVERAGE YEARS	13.2	11.4	16.0	15.7	20.4	18.5	13.6	15.4	7.4	12.5	0.0	0.0	13.3	11.7	21.8	21.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.8</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																
LESS THAN 6 YEARS	69	318	15	89	2	2	5	21	0	4	2	14	93	448	1	2
6 - 10 YEARS	35	185	6	55	0	9	1	5	2	3	0	0	44	257	1	4
11- 15 YEARS	20	121	2	37	1	3	1	15	2	1	0	0	26	177	3	23
16 - 20 YEARS	34	172	9	84	1	2	3	10	2	5	0	0	49	273	3	30
21 - 25 YEARS	16	124	5	44	0	0	0	9	0	3	0	0	21	180	2	16
26 - 30 YEARS	53	104	7	26	0	1	2	6	0	0	0	0	62	137	6	9
31 - 35 YEARS	17	36	0	2	0	0	0	1	0	0	0	0	17	39	4	1
36 - 40 YEARS	1	10	0	1	0	0	0	0	0	0	0	0	1	11	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
<b>DEPARTMENT TOTAL</b>	<b>245</b>	<b>1,071</b>	<b>44</b>	<b>338</b>	<b>4</b>	<b>17</b>	<b>12</b>	<b>67</b>	<b>6</b>	<b>16</b>	<b>2</b>	<b>14</b>	<b>313</b>	<b>1,523</b>	<b>20</b>	<b>87</b>
MORE THAN 10 YEARS	141	568	23	194	2	6	6	41	4	9	0	0	176	818	18	81
AVERAGE YEARS	15.2	13.3	13.1	13.1	9.5	10.6	12.1	13.1	13.5	13.1	1.0	0.4	14.6	13.1	22.7	18.9
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																
LESS THAN 6 YEARS	292	161	9	6	1	0	1	4	0	1	1	1	304	173	1	0
6 - 10 YEARS	576	139	32	15	12	1	16	1	4	1	0	0	640	157	0	0
11- 15 YEARS	264	102	21	8	8	0	9	1	3	1	0	0	305	112	4	2
16 - 20 YEARS	327	142	65	17	9	1	21	4	1	1	0	0	423	165	5	4
21 - 25 YEARS	99	35	21	5	1	1	5	3	0	1	0	0	126	45	2	2
26 - 30 YEARS	95	58	13	9	1	3	3	3	0	0	0	0	112	73	2	1
31 - 35 YEARS	43	17	2	1	0	0	2	0	0	0	0	0	47	18	1	0
36 - 40 YEARS	12	4	1	0	0	0	0	0	0	0	0	0	13	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,708</b>	<b>658</b>	<b>164</b>	<b>61</b>	<b>32</b>	<b>6</b>	<b>57</b>	<b>16</b>	<b>8</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1,970</b>	<b>747</b>	<b>15</b>	<b>9</b>
MORE THAN 10 YEARS	840	358	123	40	19	5	40	11	4	3	0	0	1,026	417	14	9
AVERAGE YEARS	12.5	12.8	16.4	15.3	13.0	21.5	15.9	15.6	11.4	14.0	1.0	0.0	13.0	13.2	18.5	19.9
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																
LESS THAN 6 YEARS	566	244	31	30	6	2	4	6	15	7	2	3	624	292	2	0
6 - 10 YEARS	288	101	18	9	6	4	5	1	6	6	0	0	323	121	1	0
11- 15 YEARS	249	102	21	12	2	1	5	0	4	0	0	0	281	115	10	7
16 - 20 YEARS	316	107	35	18	7	3	14	6	4	2	0	0	376	136	23	10
21 - 25 YEARS	99	76	16	8	3	1	7	2	2	0	0	0	127	87	7	11
26 - 30 YEARS	143	80	17	19	9	1	13	2	3	0	0	0	185	102	20	9
31 - 35 YEARS	73	21	8	8	2	0	4	0	1	0	0	0	88	29	7	6
36 - 40 YEARS	40	5	0	0	0	0	0	0	5	0	0	0	45	5	8	0
MORE THAN 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	2	0
<b>DEPARTMENT TOTAL</b>	<b>1,779</b>	<b>736</b>	<b>146</b>	<b>104</b>	<b>35</b>	<b>12</b>	<b>52</b>	<b>17</b>	<b>40</b>	<b>15</b>	<b>2</b>	<b>3</b>	<b>2,054</b>	<b>887</b>	<b>80</b>	<b>43</b>
MORE THAN 10 YEARS	925	391	97	65	23	6	43	10	19	2	0	0	1,107	474	77	43
AVERAGE YEARS	12.9	12.8	15.2	15.0	17.1	12.5	20.3	13.5	13.9	5.8	0.0	-0.3	13.3	12.9	24.2	22.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.2</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																
LESS THAN 6 YEARS	149	265	16	58	1	1	4	8	10	13	2	0	182	345	0	2
6 - 10 YEARS	67	130	7	19	0	0	2	5	2	2	0	0	78	156	1	1
11- 15 YEARS	45	59	7	22	0	2	2	3	2	0	0	0	56	86	4	5
16 - 20 YEARS	46	101	24	38	0	0	4	18	5	1	0	0	79	158	6	7
21 - 25 YEARS	11	82	4	24	1	1	3	7	2	0	0	0	21	114	2	7
26 - 30 YEARS	43	120	11	25	0	1	3	2	0	1	0	0	57	149	8	9
31 - 35 YEARS	33	32	5	5	0	0	2	0	1	0	0	0	41	37	4	1
36 - 40 YEARS	9	4	1	0	0	1	0	0	0	0	0	0	10	5	4	1
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
<b>DEPARTMENT TOTAL</b>	<b>406</b>	<b>793</b>	<b>75</b>	<b>191</b>	<b>2</b>	<b>6</b>	<b>20</b>	<b>43</b>	<b>22</b>	<b>17</b>	<b>2</b>	<b>0</b>	<b>527</b>	<b>1,050</b>	<b>30</b>	<b>33</b>
MORE THAN 10 YEARS	190	398	52	114	1	5	14	30	10	2	0	0	267	549	29	30
AVERAGE YEARS	12.8	13.4	15.9	13.8	12.0	18.8	17.2	14.5	9.7	4.8	2.0	0.0	13.2	13.4	25.0	21.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTALS</b>																
LESS THAN 6 YEARS	4,964	5,324	653	1,719	56	41	123	221	86	92	139	109	6,021	7,506	26	23
6 - 10 YEARS	4,831	3,552	544	1,303	92	61	137	140	63	75	0	0	5,667	5,131	35	58
11- 15 YEARS	3,052	2,447	355	703	49	39	87	119	41	49	0	0	3,584	3,357	133	168
16 - 20 YEARS	4,697	2,996	744	1,103	117	52	162	190	59	61	1	0	5,780	4,402	337	246
21 - 25 YEARS	1,362	1,849	284	711	28	24	43	76	23	25	0	0	1,740	2,685	146	228
26 - 30 YEARS	2,083	2,323	289	804	32	26	57	65	16	16	0	0	2,477	3,234	221	208
31 - 35 YEARS	733	687	65	231	7	1	26	13	11	2	0	0	842	934	74	55
36 - 40 YEARS	151	79	4	22	1	2	2	2	5	0	0	0	163	105	25	9
MORE THAN 40 YEARS	11	3	3	1	0	0	0	0	0	0	0	0	14	4	3	2
<b>STATEWIDE TOTAL</b>	<b>21,884</b>	<b>19,260</b>	<b>2,941</b>	<b>6,597</b>	<b>382</b>	<b>246</b>	<b>637</b>	<b>826</b>	<b>304</b>	<b>320</b>	<b>140</b>	<b>109</b>	<b>26,288</b>	<b>27,358</b>	<b>1,000</b>	<b>997</b>
MORE THAN 10 YEARS	12,089	10,384	1,744	3,575	234	144	377	465	155	153	1	0	14,600	14,721	939	916
AVERAGE YEARS	13.4	13.5	14.0	13.8	14.1	14.0	14.1	12.9	12.5	11.3	1.5	0.9	13.5	13.5	21.2	20.7
<b>STATEWIDE AVERAGE YEARS</b>	<b>13.5</b>															

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**Second Quarter of FY 2005**

<b>SEPARATION REASON</b>	<b>TOTAL</b>	<b>PERCENT OF SEPARATIONS</b>
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	25	2.47%
Dismissal	94	9.29%
Expired Appointment	195	19.27%
<b>Total Involuntary Separations</b>	<b>314</b>	<b>31.03%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	220	21.74%
Layoff/Leave of Absence Rights Expired	60	5.93%
Waived Rights Leave of Absence	52	5.14%
Settlement	0	0.00%
<b>Total Voluntary Separations</b>	<b>332</b>	<b>32.81%</b>
<b><i>RETIREMENT</i></b>		
Retirement	253	25.00%
Early Retirement	3	0.30%
Disability Retirement	38	3.75%
Deferred Retirement	29	2.87%
Undefined Separations	43	4.25%
<b>Total Retirements</b>	<b>366</b>	<b>36.17%</b>
<b>TOTAL SEPARATIONS</b>	<b>1,012</b>	<b>100.00%</b>

Source: MAIN MIDB Civil Service HWF10



# NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING DEC-19-2004 TO PAY PERIOD ENDING MAR-26-2005

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	5	2	0	0	7	51	0	0	0	0	51	-44
ATTORNEY GENERAL	12	0	0	0	12	6	0	0	0	0	6	6
AUDITOR GENERAL	0	1	0	0	1	2	0	0	0	0	2	-1
CAREER DEVELOPMENT	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL RIGHTS	3	0	0	0	3	1	0	0	0	0	1	2
CIVIL SERVICE	1	2	0	0	3	2	0	0	0	0	2	1
COMMUNITY HEALTH	45	22	3	0	70	146	0	8	6	0	160	-90
CONSUMER & INDUSTRY SERVICES	0	0	0	0	0	1	0	0	0	0	1	-1
CORRECTIONS	234	8	6	2	250	247	0	0	9	2	258	-8
EDUCATION	14	0	0	0	14	2	0	0	0	0	2	12
ENVIRONMENTAL QUALITY	12	9	0	0	21	23	0	0	0	0	23	-2
EXECUTIVE OFFICE	2	0	0	0	2	1	0	0	0	0	1	1
HISTORY ARTS AND LIBRARIES	2	0	5	0	7	23	0	0	0	0	23	-16
HUMAN SERVICES	115	1	31	2	149	132	0	0	18	1	151	-2
INFORMATION TECHNOLOGY	8	4	0	0	12	25	0	0	0	0	25	-13
LABOR & ECONOMIC GROWTH	63	23	1	0	87	63	0	0	8	0	71	16
MANAGEMENT & BUDGET	6	5	0	0	11	9	0	0	0	0	9	2
MILITARY AFFAIRS	16	1	0	0	17	12	0	0	6	0	18	-1
NATURAL RESOURCES	6	34	106	0	146	41	45	0	0	1	87	59
STATE	5	23	0	0	28	47	0	0	1	0	48	-20
STATE POLICE	33	0	0	0	33	26	0	0	0	0	26	7
TRANSPORTATION	39	43	13	0	95	54	4	0	2	0	60	35
TREASURY	10	31	3	0	44	34	2	0	0	0	36	8
<b>STATEWIDE TOTALS</b>	<b>631</b>	<b>209</b>	<b>168</b>	<b>4</b>	<b>1,012</b>	<b>949</b>	<b>51</b>	<b>8</b>	<b>50</b>	<b>4</b>	<b>1,062</b>	<b>-50</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. This report counts the latest appointment or separation transaction entered during the period indicated in the report.

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

### BREAKDOWNS

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

**Disabled.** Employees have been permitted to identify themselves as “handicapped” or “disabled.” [There is no uniform or objective definition of “handicapped” or “disabled” and employees have been permitted to self-identify as “handicapped” or “disabled.” Identification as “handicapped” or “disabled” does not imply that the employee meets the definition of “disabled” in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

**Gender.** Each race/ethnic group is further broken down by gender: male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the “EEO-4 Report”). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

## SECTION FIVE

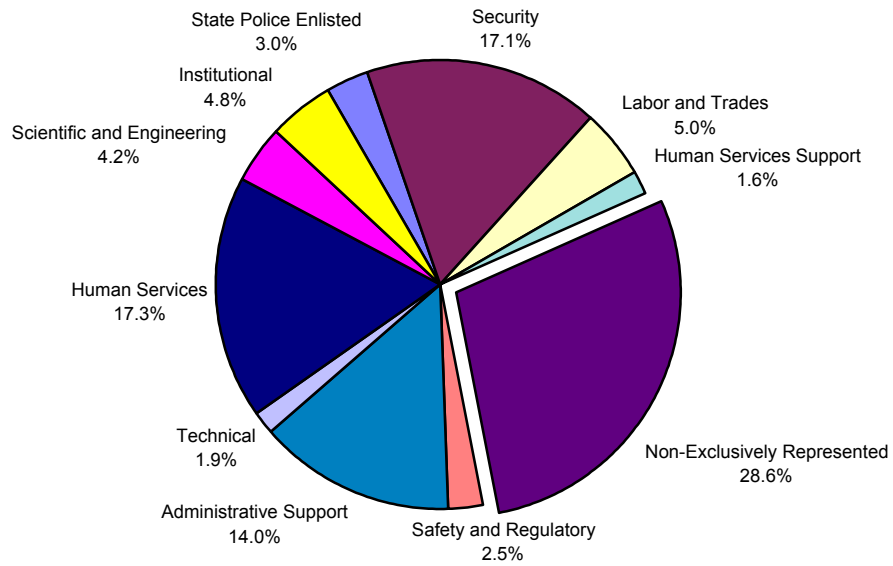
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### **BARGAINING UNIT CHARACTERISTICS**

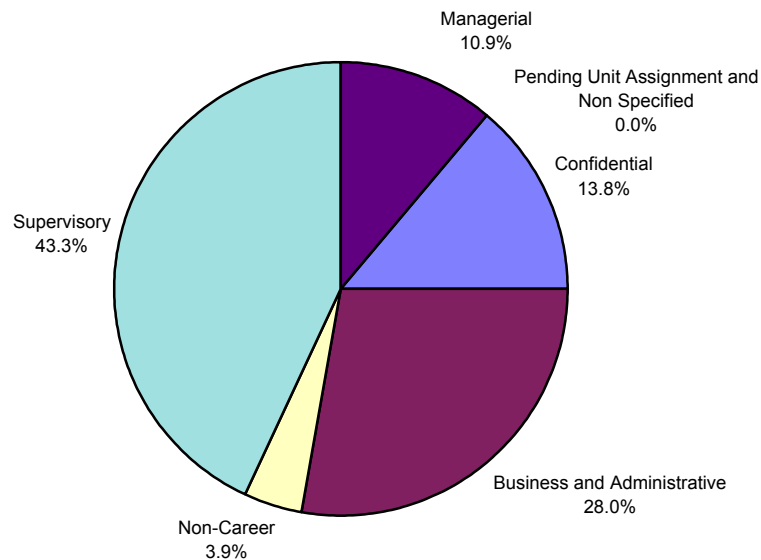
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
As of March 26, 2005**

Graph 5-1

**Exclusively Represented  
38,309 Employees**



**Non-Exclusively Represented  
15,337 Employees**



Source: MAIN MIDB Civil Service HWF44

# EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

Table 5-1

PAY PERIOD ENDING MARCH 26, 2005

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A.		U.A.W.		MCO, SEIU		SEIU		MPES, SEIU		U.T.E.A.		M.S.P.T.A.		AFSCME	
		EMPLS	PCT	LOCAL 6008 EMPLS	PCT	LOCAL 526-M EMPLS	PCT	LOCAL 31-M EMPLS	PCT	LOCAL 517 EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	COUNCIL 25 EMPLS	PCT
A02 SAFETY & REGULATORY	1,352	1,138	84.2	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,675	2,508	93.8	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	1	0.0
C12 SECURITY	9,182	2	0.0	1	0.0	8,888	96.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	864	0	0.0	2	0.2	0	0.0	786	91.0	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,230	0	0.0	0	0.0	0	0.0	0	0.0	2,148	96.3	5	0.2	0	0.0	0	0.0
L32 TECHNICAL	1,026	2	0.2	2	0.2	0	0.0	0	0.0	2	0.2	958	93.4	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,618	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,607	99.3	0	0.0
U11 INSTITUTIONAL	2,600	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,886	72.5
W22 HUMAN SERVICES	9,264	2	0.0	8,778	94.8	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	7,498	1	0.0	6,923	92.3	0	0.0	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,301	2	0.0	6	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,643	0	0.0	9	0.1	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	599	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0
Y98 MANAGERIAL	1,678	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,110	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>38,309</b>	<b>3,653</b>	<b>9.5</b>	<b>15,711</b>	<b>41.0</b>	<b>8,891</b>	<b>23.2</b>	<b>787</b>	<b>2.1</b>	<b>2,150</b>	<b>5.6</b>	<b>965</b>	<b>2.5</b>	<b>1,607</b>	<b>4.2</b>	<b>1,887</b>	<b>4.9</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>15,337</b>	<b>3</b>	<b>0.0</b>	<b>18</b>	<b>0.1</b>	<b>3</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTALS</b>	<b>53,646</b>	<b>3,656</b>	<b>6.8</b>	<b>15,729</b>	<b>29.3</b>	<b>8,894</b>	<b>16.6</b>	<b>787</b>	<b>1.5</b>	<b>2,150</b>	<b>4.0</b>	<b>967</b>	<b>1.8</b>	<b>1,607</b>	<b>3.0</b>	<b>1,887</b>	<b>3.5</b>

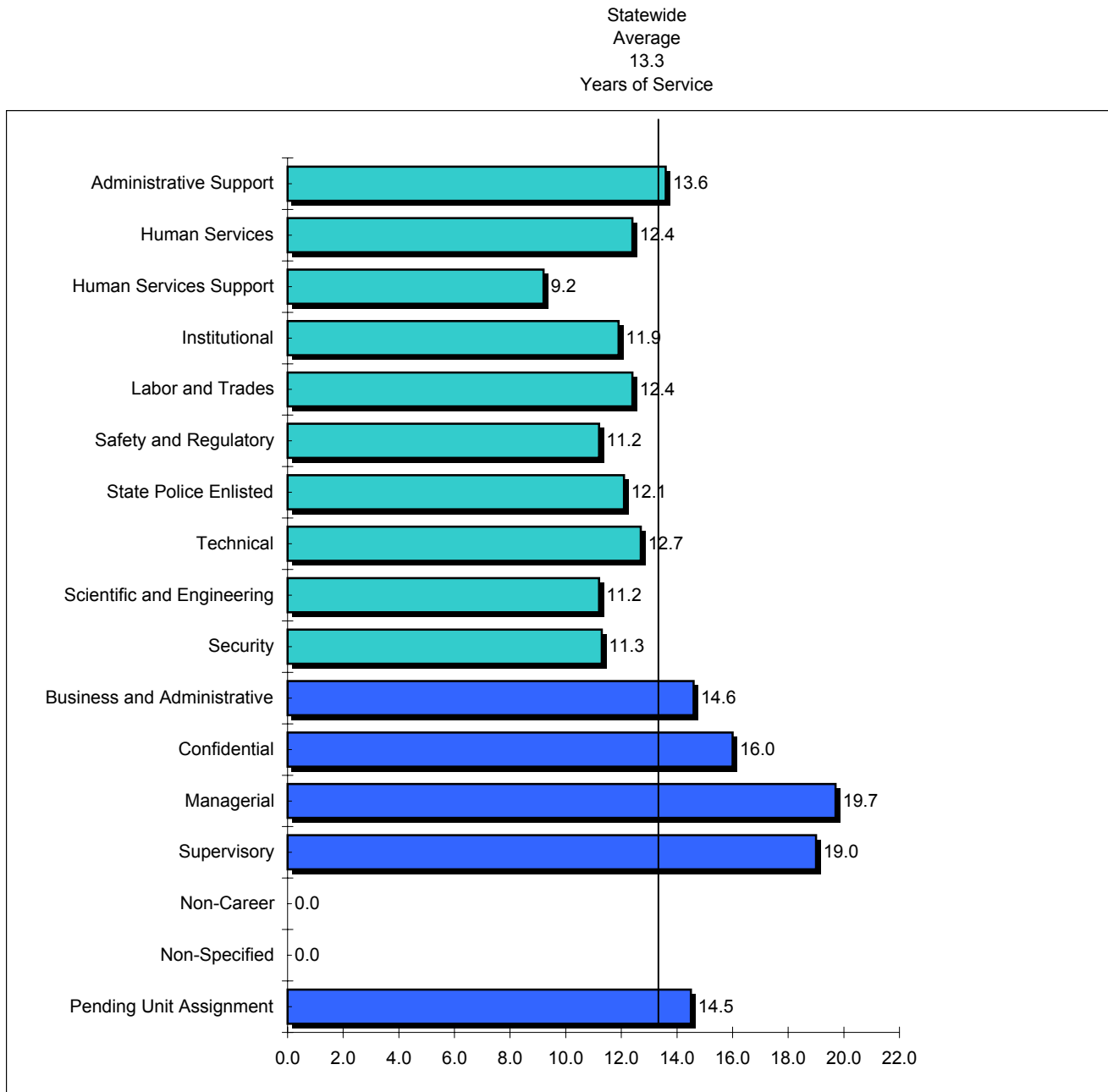
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 44

REPORT SEQUENCE: UNION\_CD

TABLES USED: HRM\_GRP1-5\_DEDUCTIONS, HRM\_APPT\_DEPART

# **AVERAGE YEARS OF SERVICE BY BARGAINING UNIT** **As of Pay Period Ending March 26, 2005**



- Exclusively Represented Units
- Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND HANDICAPPER ANALYSIS**  
**PAY PERIOD ENDING MAR 26, 2005**

Table 5-2

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 SAFETY &amp; REGULATORY</b>																
LESS THAN 6 YEARS	289	82	29	15	0	1	5	2	4	1	2	3	329	104	2	0
6 - 10 YEARS	221	41	8	13	5	3	3	0	2	1	0	0	239	58	2	0
11- 15 YEARS	141	25	12	24	2	1	4	0	0	0	0	0	159	50	3	3
16 - 20 YEARS	120	38	21	18	2	3	6	2	2	0	0	0	151	61	7	2
21 - 25 YEARS	38	19	9	14	3	0	3	1	0	0	0	0	53	34	3	1
26 - 30 YEARS	47	16	6	14	2	0	1	0	0	0	0	0	56	30	1	2
31 - 35 YEARS	13	7	0	2	0	0	1	0	0	0	0	0	14	9	2	1
36 - 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>874</b>	<b>228</b>	<b>85</b>	<b>100</b>	<b>14</b>	<b>8</b>	<b>23</b>	<b>5</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>1,006</b>	<b>346</b>	<b>21</b>	<b>9</b>
MORE THAN 10 YEARS	364	105	48	72	9	4	15	3	2	0	0	0	438	184	17	9
AVERAGE YEARS	10.5	11.4	12.5	15.6	16.1	11.3	14.1	12.0	8.0	3.0	0.0	0.0	10.8	12.5	18.2	21.2
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>11.2</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 LABOR AND TRADES</b>																
LESS THAN 6 YEARS	640	86	38	5	8	2	11	0	1	1	9	4	707	98	1	0
6 - 10 YEARS	419	45	34	3	13	1	9	2	0	1	0	0	475	52	6	1
11- 15 YEARS	269	28	24	3	2	0	7	0	1	0	0	0	303	31	15	0
16 - 20 YEARS	367	26	43	7	10	0	11	2	2	0	0	0	433	35	38	1
21 - 25 YEARS	131	13	19	3	2	0	8	2	0	0	0	0	160	18	15	1
26 - 30 YEARS	220	21	13	5	8	0	12	2	0	0	0	0	253	28	23	2
31 - 35 YEARS	50	3	3	2	3	0	8	1	0	0	0	0	64	6	5	1
36 - 40 YEARS	12	0	0	0	0	0	0	0	0	0	0	0	12	0	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,108</b>	<b>222</b>	<b>174</b>	<b>28</b>	<b>46</b>	<b>3</b>	<b>66</b>	<b>9</b>	<b>4</b>	<b>2</b>	<b>9</b>	<b>4</b>	<b>2,407</b>	<b>268</b>	<b>105</b>	<b>6</b>
MORE THAN 10 YEARS	1,049	91	102	20	25	0	46	7	3	0	0	0	1,225	118	98	5
AVERAGE YEARS	12.4	10.3	13.4	16.4	15.2	3.3	17.5	20.3	12.8	3.0	0.7	0.0	12.6	11.0	20.6	24.3
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.4</b>													



BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 SECURITY</b>																
LESS THAN 6 YEARS	1,345	322	198	167	31	7	35	24	6	0	23	6	1,638	526	3	1
6 - 10 YEARS	1,778	355	169	175	53	11	58	10	5	1	0	0	2,063	552	4	3
11- 15 YEARS	909	177	79	51	23	5	21	7	2	0	0	0	1,034	240	22	3
16 - 20 YEARS	1,866	222	216	160	55	5	46	5	4	1	0	0	2,187	393	90	20
21 - 25 YEARS	235	22	41	17	7	0	3	0	0	0	0	0	286	39	16	2
26 - 30 YEARS	164	13	20	6	2	0	2	0	0	0	0	0	188	19	6	0
31 - 35 YEARS	14	0	2	0	0	0	0	0	0	0	0	0	16	0	1	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>6,312</b>	<b>1,111</b>	<b>725</b>	<b>576</b>	<b>171</b>	<b>28</b>	<b>165</b>	<b>46</b>	<b>17</b>	<b>2</b>	<b>23</b>	<b>6</b>	<b>7,413</b>	<b>1,769</b>	<b>142</b>	<b>29</b>
MORE THAN 10 YEARS	3,189	434	358	234	87	10	72	12	6	1	0	0	3,712	691	135	25
AVERAGE YEARS	11.7	9.9	11.8	10.5	11.6	9.7	10.8	7.5	9.0	12.5	2.8	2.3	11.7	10.0	17.7	16.4
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>11.3</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 HUMAN SERVICES SUPPORT</b>																
LESS THAN 6 YEARS	55	128	47	203	0	2	5	16	2	4	3	4	112	357	4	1
6 - 10 YEARS	14	26	11	17	0	3	0	1	1	2	0	0	26	49	2	1
11- 15 YEARS	24	39	4	31	0	2	2	10	0	0	0	0	30	82	9	8
16 - 20 YEARS	11	32	7	23	0	1	2	3	0	1	0	0	20	60	7	4
21 - 25 YEARS	4	27	2	13	0	2	1	1	0	0	0	0	7	43	2	5
26 - 30 YEARS	9	21	1	19	1	2	0	1	0	0	0	0	11	43	4	4
31 - 35 YEARS	6	10	1	4	0	0	0	0	0	0	0	0	7	14	2	0
36 - 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>123</b>	<b>283</b>	<b>74</b>	<b>312</b>	<b>1</b>	<b>12</b>	<b>10</b>	<b>32</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>214</b>	<b>650</b>	<b>30</b>	<b>23</b>
MORE THAN 10 YEARS	54	129	16	92	1	7	5	15	0	1	0	0	76	244	24	21
AVERAGE YEARS	10.5	11.0	6.8	7.8	28.0	14.3	10.0	9.1	4.7	5.9	1.7	2.8	9.1	9.3	16.3	18.5
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>9.2</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
 REPORT SEQUENCE: UNION\_CD  
 TABLE USED: HRM\_EMP\_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 SCIENTIFIC &amp; ENGINEERING</b>																
LESS THAN 6 YEARS	456	257	15	11	2	0	3	2	14	8	2	3	492	281	2	0
6 - 10 YEARS	236	103	7	8	1	0	3	4	10	11	0	0	257	126	0	1
11- 15 YEARS	255	135	8	7	0	1	6	1	10	4	0	0	279	148	2	2
16 - 20 YEARS	183	94	17	10	2	3	3	1	7	5	0	0	212	113	9	2
21 - 25 YEARS	77	29	8	2	0	0	0	0	4	1	0	0	89	32	1	2
26 - 30 YEARS	106	24	6	1	0	0	3	0	4	0	0	0	119	25	3	1
31 - 35 YEARS	36	2	1	0	0	0	0	0	4	0	0	0	41	2	1	0
36 - 40 YEARS	11	0	0	0	0	0	0	0	1	0	0	0	12	0	2	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,362</b>	<b>644</b>	<b>62</b>	<b>39</b>	<b>5</b>	<b>4</b>	<b>18</b>	<b>8</b>	<b>54</b>	<b>29</b>	<b>2</b>	<b>3</b>	<b>1,503</b>	<b>727</b>	<b>21</b>	<b>8</b>
MORE THAN 10 YEARS	670	284	40	20	2	4	12	2	30	10	0	0	754	320	19	7
AVERAGE YEARS	11.7	9.7	14.2	11.2	9.0	18.5	13.6	6.6	13.6	9.1	1.5	1.7	11.9	9.7	21.1	18.1
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>11.2</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
 REPORT SEQUENCE: UNION\_CD  
 TABLE USED: HRM\_EMP\_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 TECHNICAL</b>																
LESS THAN 6 YEARS	206	95	6	6	1	0	2	1	5	2	1	2	221	106	1	0
6 - 10 YEARS	120	30	2	1	0	0	2	0	5	3	0	0	129	34	0	0
11- 15 YEARS	114	38	5	5	1	0	1	0	3	0	0	0	124	43	6	1
16 - 20 YEARS	123	35	15	5	0	1	2	1	1	1	0	0	141	43	4	2
21 - 25 YEARS	24	7	4	5	1	0	1	1	1	0	0	0	31	13	0	0
26 - 30 YEARS	44	9	3	1	1	0	3	1	0	0	0	0	51	11	6	1
31 - 35 YEARS	44	6	1	1	0	0	3	0	1	0	0	0	49	7	3	0
36 - 40 YEARS	17	1	0	0	0	0	1	0	1	0	0	0	19	1	4	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>694</b>	<b>222</b>	<b>36</b>	<b>24</b>	<b>4</b>	<b>1</b>	<b>15</b>	<b>4</b>	<b>17</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>767</b>	<b>259</b>	<b>24</b>	<b>4</b>
MORE THAN 10 YEARS	368	97	28	17	3	1	11	3	7	1	0	0	417	119	23	4
AVERAGE YEARS	13.1	10.2	16.1	15.0	16.0	19.0	21.1	17.0	12.0	7.5	3.0	2.0	13.4	10.6	24.0	19.8
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.7</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 STATE POLICE ENLISTED</b>																
LESS THAN 6 YEARS	188	13	4	1	1	0	1	0	0	0	1	0	195	14	0	0
6 - 10 YEARS	503	56	31	4	11	0	16	0	3	0	0	0	564	60	0	0
11- 15 YEARS	208	46	19	4	8	0	9	1	2	1	0	0	246	52	2	0
16 - 20 YEARS	207	57	44	3	6	0	15	1	1	0	0	0	273	61	1	0
21 - 25 YEARS	46	7	14	0	1	0	2	0	0	0	0	0	63	7	1	0
26 - 30 YEARS	38	4	10	2	0	0	2	0	0	0	0	0	50	6	0	0
31 - 35 YEARS	17	0	1	0	0	0	2	0	0	0	0	0	20	0	0	0
36 - 40 YEARS	6	0	1	0	0	0	0	0	0	0	0	0	7	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,213</b>	<b>183</b>	<b>124</b>	<b>14</b>	<b>27</b>	<b>0</b>	<b>47</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1,418</b>	<b>200</b>	<b>4</b>	<b>0</b>
MORE THAN 10 YEARS	522	114	89	9	15	0	30	2	3	1	0	0	659	126	4	0
AVERAGE YEARS	11.4	12.9	16.0	13.9	12.2	0.0	14.9	16.0	11.2	15.0	1.0	0.0	11.9	13.0	16.5	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.1</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
 REPORT SEQUENCE: UNION\_CD  
 TABLE USED: HRM\_EMP\_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 INSTITUTIONAL</b>																
LESS THAN 6 YEARS	279	382	87	165	2	2	12	10	3	5	4	2	387	566	1	0
6 - 10 YEARS	147	186	50	72	1	2	7	8	3	1	0	0	208	269	2	0
11- 15 YEARS	88	76	36	43	0	1	5	3	1	0	0	0	130	123	5	0
16 - 20 YEARS	94	104	34	52	4	1	3	6	1	2	0	0	136	165	5	3
21 - 25 YEARS	75	101	34	51	3	0	1	2	0	0	0	0	113	154	9	9
26 - 30 YEARS	95	133	40	47	1	0	4	4	1	0	0	0	141	184	7	5
31 - 35 YEARS	7	9	1	2	0	0	1	0	0	0	0	0	9	11	4	0
36 - 40 YEARS	0	2	0	2	0	0	0	0	0	0	0	0	0	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>785</b>	<b>993</b>	<b>282</b>	<b>434</b>	<b>11</b>	<b>6</b>	<b>33</b>	<b>33</b>	<b>9</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>1,124</b>	<b>1,476</b>	<b>33</b>	<b>17</b>
MORE THAN 10 YEARS	359	425	145	197	8	2	14	15	3	2	0	0	529	641	30	17
AVERAGE YEARS	11.8	11.7	12.7	11.9	17.1	8.5	10.9	12.0	10.6	7.9	1.8	1.5	12.0	11.7	21.6	23.8
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>11.9</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 HUMAN SERVICES</b>																
LESS THAN 6 YEARS	463	1,341	92	645	3	11	17	64	16	20	6	9	597	2,090	5	6
6 - 10 YEARS	463	839	119	540	2	14	19	63	7	23	0	0	610	1,479	4	21
11- 15 YEARS	301	607	68	257	2	11	10	45	4	18	0	0	385	938	22	46
16 - 20 YEARS	293	480	69	218	3	5	15	44	4	9	0	0	384	756	29	38
21 - 25 YEARS	147	387	30	243	0	8	3	18	5	7	0	0	185	663	16	55
26 - 30 YEARS	266	361	36	240	3	3	6	4	3	2	0	0	314	610	27	34
31 - 35 YEARS	60	87	13	64	0	0	0	4	0	0	0	0	73	155	7	9
36 - 40 YEARS	9	7	1	7	0	1	0	0	0	0	0	0	10	15	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,002</b>	<b>4,109</b>	<b>428</b>	<b>2,214</b>	<b>13</b>	<b>53</b>	<b>70</b>	<b>242</b>	<b>39</b>	<b>79</b>	<b>6</b>	<b>9</b>	<b>2,558</b>	<b>6,706</b>	<b>110</b>	<b>209</b>
MORE THAN 10 YEARS	1,076	1,929	217	1,029	8	28	34	115	16	36	0	0	1,351	3,137	101	182
AVERAGE YEARS	13.6	11.9	12.7	12.6	14.9	13.3	11.8	11.0	10.9	10.6	2.5	1.4	13.4	12.1	20.1	19.3
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.4</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 ADMINISTRATIVE SUPPORT</b>																
LESS THAN 6 YEARS	172	1,433	34	279	2	7	10	64	3	16	12	36	233	1,835	0	12
6 - 10 YEARS	137	956	22	255	1	22	6	35	2	10	0	0	168	1,278	6	18
11- 15 YEARS	60	563	6	111	1	6	3	32	1	3	0	0	71	715	18	69
16 - 20 YEARS	50	751	15	238	1	19	7	61	2	9	0	0	75	1,078	16	86
21 - 25 YEARS	34	543	20	146	0	7	3	27	0	5	0	0	57	728	9	63
26 - 30 YEARS	49	686	4	183	0	11	3	20	0	2	0	0	56	902	14	69
31 - 35 YEARS	14	195	3	61	0	0	0	2	0	0	0	0	17	258	2	12
36 - 40 YEARS	1	25	0	1	0	0	0	0	0	0	0	0	1	26	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>517</b>	<b>5,152</b>	<b>104</b>	<b>1,274</b>	<b>5</b>	<b>72</b>	<b>32</b>	<b>241</b>	<b>8</b>	<b>45</b>	<b>12</b>	<b>36</b>	<b>678</b>	<b>6,820</b>	<b>65</b>	<b>330</b>
MORE THAN 10 YEARS	208	2,763	48	740	2	43	16	142	3	19	0	0	277	3,707	59	300
AVERAGE YEARS	11.3	13.7	12.2	14.8	8.4	15.1	12.7	13.2	8.8	10.8	0.9	0.4	11.2	13.8	19.4	19.6
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>13.6</b>													



BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y00 NON-SPECIFIED</b>																
LESS THAN 6 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>0.0</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 BUSINESS &amp; ADMINISTRATION</b>																
LESS THAN 6 YEARS	376	393	45	75	4	2	9	7	20	19	61	17	515	513	4	0
6 - 10 YEARS	307	325	35	87	0	0	6	10	16	10	0	0	364	432	5	4
11- 15 YEARS	172	201	26	37	2	3	6	5	5	8	0	0	211	254	11	12
16 - 20 YEARS	225	318	57	97	2	3	14	20	17	14	1	0	316	452	37	26
21 - 25 YEARS	87	168	17	56	2	0	6	4	4	2	0	0	116	230	15	18
26 - 30 YEARS	221	320	42	59	0	3	5	3	2	4	0	0	270	389	25	28
31 - 35 YEARS	85	105	3	12	1	0	3	1	1	1	0	0	93	119	12	9
36 - 40 YEARS	12	12	0	0	0	0	0	1	0	0	0	0	12	13	2	2
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,486</b>	<b>1,842</b>	<b>226</b>	<b>423</b>	<b>11</b>	<b>11</b>	<b>49</b>	<b>51</b>	<b>65</b>	<b>58</b>	<b>62</b>	<b>17</b>	<b>1,899</b>	<b>2,402</b>	<b>112</b>	<b>99</b>
MORE THAN 10 YEARS	803	1,124	146	261	7	9	34	34	29	29	1	0	1,020	1,457	103	95
AVERAGE YEARS	14.1	15.5	15.2	15.2	13.9	16.5	16.0	14.5	10.9	11.7	1.3	1.2	13.7	15.2	21.6	22.5
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>14.6</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
 REPORT SEQUENCE: UNION\_CD  
 TABLE USED: HRM\_EMP\_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 PENDING UNIT ASSIGNMENT</b>																
LESS THAN 6 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>
MORE THAN 10 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
AVERAGE YEARS	22.0	7.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	22.0	7.0	22.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>14.5</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
 REPORT SEQUENCE: UNION\_CD  
 TABLE USED: HRM\_EMP\_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 SUPERVISORY</b>																
LESS THAN 6 YEARS	149	148	14	33	2	1	5	2	6	5	2	0	178	189	2	0
6 - 10 YEARS	347	282	43	86	5	4	4	4	7	6	0	0	406	382	3	6
11- 15 YEARS	417	299	52	96	7	6	11	11	11	8	0	0	498	420	14	16
16 - 20 YEARS	996	484	179	186	28	7	31	16	11	11	0	0	1,245	704	83	35
21 - 25 YEARS	365	322	65	116	7	4	9	7	8	6	0	0	454	455	43	50
26 - 30 YEARS	596	349	74	130	9	3	12	13	4	4	0	0	695	499	76	25
31 - 35 YEARS	240	113	22	45	2	0	3	4	3	0	0	0	270	162	22	11
36 - 40 YEARS	53	13	2	9	0	1	0	1	3	0	0	0	58	24	10	5
MORE THAN 40 YEARS	2	1	1	0	0	0	0	0	0	0	0	0	3	1	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>3,165</b>	<b>2,011</b>	<b>452</b>	<b>701</b>	<b>60</b>	<b>26</b>	<b>75</b>	<b>58</b>	<b>53</b>	<b>40</b>	<b>2</b>	<b>0</b>	<b>3,807</b>	<b>2,836</b>	<b>253</b>	<b>149</b>
MORE THAN 10 YEARS	2,669	1,581	395	582	53	21	66	52	40	29	0	0	3,223	2,265	248	143
AVERAGE YEARS	19.4	18.3	19.3	19.4	18.1	17.5	18.6	20.1	17.3	15.5	1.0	0.0	19.3	18.6	23.4	22.7
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>19.0</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
 REPORT SEQUENCE: UNION\_CD  
 TABLE USED: HRM\_EMP\_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 NONCAREER</b>																
LESS THAN 6 YEARS	183	289	20	46	0	3	5	17	5	6	12	13	225	374	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>183</b>	<b>289</b>	<b>20</b>	<b>46</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>17</b>	<b>5</b>	<b>6</b>	<b>12</b>	<b>13</b>	<b>225</b>	<b>374</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	-0.2	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>0.0</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
 REPORT SEQUENCE: UNION\_CD  
 TABLE USED: HRM\_EMP\_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 MANAGERIAL</b>																
LESS THAN 6 YEARS	92	81	13	17	0	0	2	2	1	1	1	3	109	104	1	1
6 - 10 YEARS	90	71	5	4	0	0	1	0	1	1	0	0	97	76	0	2
11- 15 YEARS	76	49	10	8	0	0	2	0	1	4	0	0	89	61	3	0
16 - 20 YEARS	123	110	18	27	4	0	4	4	6	2	0	0	155	143	7	8
21 - 25 YEARS	87	61	18	20	2	1	3	2	1	2	0	0	111	86	12	7
26 - 30 YEARS	195	128	29	33	3	3	3	3	1	2	0	0	231	169	24	11
31 - 35 YEARS	132	38	13	18	0	0	4	0	2	1	0	0	151	57	12	4
36 - 40 YEARS	21	10	0	1	1	0	1	0	0	0	0	0	23	11	4	0
MORE THAN 40 YEARS	4	0	0	1	0	0	0	0	0	0	0	0	4	1	1	1
<b>BARGAINING UNIT TOTAL</b>	<b>820</b>	<b>548</b>	<b>106</b>	<b>129</b>	<b>10</b>	<b>4</b>	<b>20</b>	<b>11</b>	<b>13</b>	<b>13</b>	<b>1</b>	<b>3</b>	<b>970</b>	<b>708</b>	<b>64</b>	<b>34</b>
MORE THAN 10 YEARS	638	396	88	108	10	4	17	9	11	11	0	0	764	528	63	31
AVERAGE YEARS	20.5	18.0	20.3	21.0	25.0	26.5	22.2	19.5	19.0	18.2	2.0	1.0	20.5	18.5	26.9	23.6
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>19.7</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
 REPORT SEQUENCE: UNION\_CD  
 TABLE USED: HRM\_EMP\_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 CONFIDENTIAL</b>																
LESS THAN 6 YEARS	70	272	11	51	0	3	1	10	0	4	0	7	82	347	0	2
6 - 10 YEARS	49	237	8	38	0	1	3	3	1	5	0	0	61	284	1	1
11- 15 YEARS	18	163	6	26	1	3	0	4	0	3	0	0	25	199	1	8
16 - 20 YEARS	38	245	9	59	0	4	3	24	1	6	0	0	51	338	3	19
21 - 25 YEARS	11	143	3	25	0	2	0	11	0	2	0	0	14	183	3	15
26 - 30 YEARS	33	238	5	64	2	1	1	14	1	2	0	0	42	319	5	26
31 - 35 YEARS	15	112	1	20	1	1	1	1	0	0	0	0	18	134	1	8
36 - 40 YEARS	3	9	0	0	0	0	0	0	0	0	0	0	3	9	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>237</b>	<b>1,420</b>	<b>43</b>	<b>283</b>	<b>4</b>	<b>15</b>	<b>9</b>	<b>67</b>	<b>3</b>	<b>22</b>	<b>0</b>	<b>7</b>	<b>296</b>	<b>1,814</b>	<b>14</b>	<b>80</b>
MORE THAN 10 YEARS	118	911	24	194	4	11	5	54	2	13	0	0	153	1,183	13	77
AVERAGE YEARS	13.5	16.2	13.3	17.1	24.8	15.3	15.0	18.1	18.3	13.8	0.0	1.1	13.7	16.3	22.4	23.1
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>16.0</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
 REPORT SEQUENCE: UNION\_CD  
 TABLE USED: HRM\_EMP\_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	4,964	5,324	653	1,719	56	41	123	221	86	92	139	109	6,021	7,506	26	23
6 - 10 YEARS	4,831	3,552	544	1,303	92	61	137	140	63	75	0	0	5,667	5,131	35	58
11- 15 YEARS	3,052	2,447	355	703	49	39	87	119	41	49	0	0	3,584	3,357	133	168
16 - 20 YEARS	4,697	2,996	744	1,103	117	52	162	190	59	61	1	0	5,780	4,402	337	246
21 - 25 YEARS	1,362	1,849	284	711	28	24	43	76	23	25	0	0	1,740	2,685	146	228
26 - 30 YEARS	2,083	2,323	289	804	32	26	57	65	16	16	0	0	2,477	3,234	221	208
31 - 35 YEARS	733	687	65	231	7	1	26	13	11	2	0	0	842	934	74	55
36 - 40 YEARS	151	79	4	22	1	2	2	2	5	0	0	0	163	105	25	9
MORE THAN 40 YEARS	11	3	3	1	0	0	0	0	0	0	0	0	14	4	3	2
STATEWIDE TOTAL	21,884	19,260	2,941	6,597	382	246	637	826	304	320	140	109	26,288	27,358	1,000	997
MORE THAN 10 YEARS	12,089	10,384	1,744	3,575	234	144	377	465	155	153	1	0	14,600	14,721	939	916
AVERAGE YEARS	13.4	13.5	14.0	13.8	14.1	14.0	14.1	12.9	12.5	11.3	1.5	0.9	13.5	13.5	21.2	20.7
STATEWIDE AVERAGE YEARS			13.5													

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.



# AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Table 5-3

PAY PERIOD ENDING MARCH 26, 2005

UNIT CODE/ NAME		NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
A02	SAFETY & REGULATORY	1,354	3%	43.7	\$21.51	939	69%
A31	LABOR AND TRADES	2,686	5%	46.6	\$19.35	1,863	69%
C12	SECURITY	9,253	17%	41.5	\$21.05	7,297	79%
E42	HUMAN SERVICES SUPPORT	864	2%	45.7	\$18.97	413	48%
H21	SCIENTIFIC & ENGINEERING	2,230	4%	42.4	\$27.46	1,424	64%
L32	TECHNICAL	1,027	2%	43.7	\$20.52	691	67%
T01	STATE POLICE ENLISTED	1,622	3%	37.9	\$27.07	1,365	84%
U11	INSTITUTIONAL	2,621	5%	44.7	\$17.58	1,656	63%
W22	HUMAN SERVICES	9,272	17%	45.4	\$23.56	6,331	68%
W41	ADMINISTRATIVE SUPPORT	7,501	14%	46.1	\$18.20	5,238	70%
Y00	NON-SPECIFIED	2	0%	38.0	\$12.37	0	0%
Y23	BUSINESS & ADMINISTRATION	4,303	8%	46.0	\$27.25	3,189	74%
Y50	PENDING UNIT ASSIGNMENT	4	0%	44.8	\$19.83	3	75%
Y51	SUPERVISORY	6,652	12%	48.6	\$28.95	6,239	94%
Y52	NONCAREER	599	1%	24.3	\$12.10	0	0%
Y98	MANAGERIAL	1,678	3%	50.5	\$41.83	1,461	87%
Y99	CONFIDENTIAL	2,110	4%	46.1	\$23.88	1,649	78%
<b>STATEWIDE TOTALS</b>		<b>53,778</b>	<b>100%</b>	<b>44.8</b>	<b>\$23.38</b>	<b>39,758</b>	<b>74%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

Table 5-4

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY BARGAINING UNIT**  
**PAY PERIOD ENDING MARCH 26, 2005**

		Health Insurance							Dental Insurance						Vision Insurance	
Bargaining Unit		Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	7,501	3,441	46%	3,219	43%	118	2%	6,537	87%	278	4%	29	0%	6,866	92%
Y23	BUSINESS & ADMINISTRATION	4,303	1,819	42%	2,100	49%	83	2%	3,865	90%	150	3%	23	1%	4,052	94%
Y99	CONFIDENTIAL	2,110	857	41%	1,007	48%	34	2%	1,880	89%	50	2%	3	0%	1,931	92%
W22	HUMAN SERVICES	9,272	5,464	59%	3,110	34%	139	1%	8,443	91%	303	3%	44	0%	8,813	95%
E42	HUMAN SERVICES SUPPORT	864	520	60%	253	29%	12	1%	750	87%	43	5%	2	0%	798	92%
U11	INSTITUTIONAL	2,621	1,656	63%	769	29%	16	1%	2,410	92%	43	2%	3	0%	2,459	94%
A31	LABOR AND TRADES	2,686	1,495	56%	900	34%	22	1%	2,414	90%	2	0%	7	0%	2,426	90%
Y98	MANAGERIAL	1,678	895	53%	683	41%	19	1%	1,584	94%	25	1%	4	0%	1,612	96%
Y52	NONCAREER	599	1	0%	0	0%	0	0%	1	0%	0	0%	0	0%	1	0%
Y00	NON-SPECIFIED	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	4	0	0%	4	100%	0	0%	3	75%	1	25%	0	0%	4	100
A02	SAFETY & REGULATORY	1,354	908	67%	292	22%	22	2%	1,207	89%	13	1%	4	0%	1,231	91%
H21	SCIENTIFIC & ENGINEERING	2,230	1,227	55%	851	38%	42	2%	2,064	93%	50	2%	17	1%	2,147	96%
C12	SECURITY	9,253	5,720	62%	3,092	33%	61	1%	8,708	94%	192	2%	15	0%	8,914	96%
T01	STATE POLICE ENLISTED	1,622	1,472	91%	116	7%	4	0%	1,587	98%	5	0%	0	0%	1,590	98%
Y51	SUPERVISORY	6,652	3,780	57%	2,411	36%	84	1%	6,197	93%	115	2%	18	0%	6,334	95%
L32	TECHNICAL	1,027	591	58%	360	35%	14	1%	944	92%	24	2%	7	1%	974	95%
<b>STATEWIDE TOTALS:</b>		<b>53,778</b>	<b>29,846</b>	<b>55%</b>	<b>19,167</b>	<b>36%</b>	<b>670</b>	<b>1%</b>	<b>48,594</b>	<b>90%</b>	<b>1,294</b>	<b>2%</b>	<b>176</b>	<b>0%</b>	<b>50,152</b>	<b>93%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
**PAY PERIOD ENDING MARCH 26, 2005**

		Disability Insurance					Life Insurance				Long Term Care Insurance	
Bargaining Unit		Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	7,501	6,567	88%	148	2%	6,575	88%	430	6%	804	11%
Y23	BUSINESS & ADMINISTRATION	4,303	3,806	88%	42	1%	3,876	90%	309	7%	909	21%
Y99	CONFIDENTIAL	2,110	1,921	91%	28	1%	1,918	91%	131	6%	437	21%
W22	HUMAN SERVICES	9,272	8,603	93%	0	0%	8,687	94%	565	6%	1,215	13%
E42	HUMAN SERVICES SUPPORT	864	678	78%	0	0%	805	93%	59	7%	64	7%
U11	INSTITUTIONAL	2,621	2,311	88%	2	0%	2,491	95%	95	4%	81	3%
A31	LABOR AND TRADES	2,686	2,326	87%	17	1%	2,437	91%	104	4%	139	5%
Y98	MANAGERIAL	1,678	1,550	92%	37	2%	1,545	92%	83	5%	479	29%
Y52	NONCAREER	599	0	0%	0	0%	1	0%	0	0%	0	0%
Y00	NON-SPECIFIED	2	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	4	4	100%	0	0%	4	100%	0	0%	1	25%
A02	SAFETY & REGULATORY	1,354	1,149	85%	85	6%	1,091	81%	77	6%	101	7%
H21	SCIENTIFIC & ENGINEERING	2,230	1,831	82%	24	1%	1,957	88%	199	9%	291	13%
C12	SECURITY	9,253	8,891	96%	0	0%	8,993	97%	259	3%	258	3%
T01	STATE POLICE ENLISTED	1,622	1,522	94%	1,154	71%	0	0%	33	2%	96	6%
Y51	SUPERVISORY	6,652	6,464	97%	203	3%	6,118	92%	231	3%	1,166	18%
L32	TECHNICAL	1,027	853	83%	20	2%	858	84%	90	9%	93	9%
<b>STATEWIDE TOTALS:</b>		<b>53,778</b>	<b>48,476</b>	<b>90%</b>	<b>1,760</b>	<b>3%</b>	<b>47,356</b>	<b>88%</b>	<b>2,665</b>	<b>5%</b>	<b>6,134</b>	<b>11%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

# BARGAINING UNIT ANALYSIS BY DEPARTMENT

Table 5-9

Pay Period Number: 07 Ending March 26, 2005

## EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulation	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	642	29	76	0	0	247	20	0	0	0	98	470
ATTORNEY GENERAL	11	527	32	3	0	0	0	0	0	0	0	113	148
AUDITOR GENERAL	03	147	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	138	0	0	0	0	0	0	0	0	62	18	80
CIVIL SERVICE	19	216	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,409	52	131	214	0	143	50	0	1,167	681	543	2,981
CORRECTIONS	47	16,781	14	834	8,967	0	10	88	0	548	2,116	1,217	13,794
EDUCATION	31	359	2	14	0	1	0	0	0	23	103	82	225
ENVIRONMENTAL QUALITY	76	1,498	34	2	0	0	825	51	0	0	1	203	1,116
EXECUTIVE OFFICE	01	50	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	241	21	25	0	0	7	3	0	0	50	47	153
HUMAN SERVICES	43	9,993	193	66	1	67	4	4	0	363	5,808	1,366	7,872
INFORMATION TECHNOLOGY	08	1,723	0	29	0	0	4	59	0	0	1	291	384
LABOR & ECONOMIC GROWTH	64	4,198	265	74	0	796	81	9	0	21	384	765	2,395
MANAGEMENT & BUDGET	07	1,006	6	298	0	0	30	10	0	0	2	138	484
MILITARY AFFAIRS	51	942	32	146	0	0	20	10	0	462	25	59	754
NATURAL RESOURCES	75	1,705	416	142	0	0	246	198	0	11	25	205	1,243
STATE	23	1,836	29	23	0	0	0	0	0	0	1	1,230	1,283
STATE POLICE	55	2,717	160	28	0	0	84	26	1,618	5	0	303	2,224
TRANSPORTATION	59	2,941	55	773	0	0	526	497	0	0	2	249	2,102
TREASURY	27	1,577	12	9	0	0	3	1	0	0	3	569	597
<b>Grand Total:</b>		<b>53,646</b>	<b>1,352</b>	<b>2,675</b>	<b>9,182</b>	<b>864</b>	<b>2,230</b>	<b>1,026</b>	<b>1,618</b>	<b>2,600</b>	<b>9,264</b>	<b>7,498</b>	<b>38,309</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 07 Ending March 26, 2005

### NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	642	37	21	24	13	0	77	172
ATTORNEY GENERAL	11	527	22	52	293	0	0	12	379
AUDITOR GENERAL	03	147	0	71	25	5	0	42	143
CIVIL RIGHTS	15	138	2	23	11	5	0	17	58
CIVIL SERVICE	19	216	1	171	22	5	0	17	216
COMMUNITY HEALTH	39	4,409	417	147	166	86	2	610	1,428
CORRECTIONS	47	16,781	169	300	159	38	0	2,321	2,987
EDUCATION	31	359	54	31	19	1	0	29	134
ENVIRONMENTAL QUALITY	76	1,498	63	47	20	77	0	175	382
EXECUTIVE OFFICE	01	50	0	46	1	3	0	0	50
HISTORY ARTS AND LIBRARIES	25	241	22	13	20	11	0	22	88
HUMAN SERVICES	43	9,993	424	374	186	4	0	1,133	2,121
INFORMATION TECHNOLOGY	08	1,723	973	67	80	41	0	178	1,339
LABOR & ECONOMIC GROWTH	64	4,198	796	239	234	156	1	377	1,803
MANAGEMENT & BUDGET	07	1,006	190	110	63	38	0	121	522
MILITARY AFFAIRS	51	942	19	28	15	2	0	124	188
NATURAL RESOURCES	75	1,705	77	52	53	11	1	268	462
STATE	23	1,836	141	69	50	11	0	282	553
STATE POLICE	55	2,717	103	54	46	1	0	289	493
TRANSPORTATION	59	2,941	196	127	87	61	2	366	839
TREASURY	27	1,577	595	68	104	30	0	183	980
<b>Grand Total:</b>		<b>53,646</b>	<b>4,301</b>	<b>2,110</b>	<b>1,678</b>	<b>599</b>	<b>6</b>	<b>6,643</b>	<b>15,337</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

## **GLOSSARY**

## **GLOSSARY**

**American Indian or Alaskan Native** - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian or Pacific Islander** - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average** - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

**Black (Not of Hispanic Origin)** - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment** - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

**Civil Service Positions** - Positions as defined in the classified service.

**Classified Employee** - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service** - The Michigan State classified civil service.

**Compensation** - Pay and benefits received by an employee for work performed.

**Disability** - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
  - (A) Substantially limits one or more of the major life activities of the person, and
  - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

### **Employee Status Code Descriptions (active employees):**

**AA**: Full-time (Classified)  
**AB**: Part-time (Classified)  
**AC**: Permanent Intermittent (Classified)  
**AD**: Limited Term (Classified)  
**AE**: Seasonal (Classified)  
**AF**: Unclassified  
**AP**: Workers Compensation  
**AQ**: Non Career/Per Diem  
**AR**: Special Personal Services (Unclassified)

**Filled Position** - A position in which a person is presently working.

**Fiscal Year** - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

**Full Time Employee** - Those employees scheduled to work 80 hours biweekly full-time.

**General Fund** - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

**Hispanic** - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Hourly Employees** - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

**HRMN** - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

**Indefinite Appointment** - A career appointment with no fixed ending date at the time of appointment.

**Intermittent Employee** - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Job Category** - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.



**05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employee** - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

**Limited Term Employee** - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN** - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**Median** - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

**MIDB** - Management Information Data Base.

**Non-Career Employee** - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Pay Range** - A number that designates the range of pay rates or single pay received by a job class.

**Pay Step** - A pay level within a pay range.

**Position** - A classified job identified by its respective duties and responsibilities.

**Primary Position** - The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department** - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

**Process Level** - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Recall List** - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

**Seasonal Employee** - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employee** - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

**Turnover Separation** - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

**Unclassified Employee** - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations** - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

#### **Union Codes**

- A** Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM)
- C** Michigan Corrections Organization (MCO)
- E** Local 31-M, Service Employees International Union, AFL-CIO (SEIU)
- H** Michigan Public Employees (MPES)
- L** United Technical Employees Association (UTEA)
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

<b>Unit Code</b>	<b><u>Unit</u></b>
<b>01</b>	<b><u>State Police Enlisted Unit</u></b> This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
<b>02</b>	<b><u>Safety and Regulatory Unit</u></b> Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
<b>11</b>	<b><u>Institutional Unit</u></b> This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
<b>12</b>	<b><u>Security Unit</u></b> The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
<b>21</b>	<b><u>Scientific and Engineering Unit</u></b> Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
<b>22</b>	<b><u>Human Services Unit</u></b> Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
<b>23</b>	<b><u>Business and Administrative Unit</u></b> Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
<b>31</b>	<b><u>Labor and Trades Unit</u></b> Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
<b>32</b>	<b><u>Technical Unit</u></b> Employees in this unit provide support services in the area of science and engineering.
<b>41</b>	<b><u>Administrative Support Unit</u></b> This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
<b>42</b>	<b><u>Human Services Support Unit</u></b> This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
<b>50</b>	<b><u>Pending Unit Assignment</u></b> Employees in positions in classifications that are pending unit assignment.

**51      Supervisory Unit**

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

**52      Non-Career**

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

**98      Managerial Unit**

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**99      Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**Vacant Position** - A position that is unfilled.

**White (Not of Hispanic Origin)** - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce** - Those persons employed in the classified service by the state of Michigan.